



Academic Freedom Policy

This document is the parent policy for any College procedures or regulations. Questions regarding this policy are to be directed to the identified Policy Administrator.

Policy Statement:

Northern Lakes College supports a teaching, learning, and research environment that allows for the free expression of ideas, without inappropriate limitations or fear of reprisal, and which respects institutional integrity and rigorous standards of inquiry. Academic institutions implement academic freedom policies to promote the free communication of knowledge, the development of critical thought, and the institution's role in the community.

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| Sponsor: | Academic |
| Policy Owner: | Board of Governors |
| Policy Administrator: | Vice President, Academic |
| Approved By: | Board of Governors |
| Approval Date: | April 16, 2025 |
| Effective Date: | April 16, 2025 |

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| Objective: | This policy serves as a guideline for implementing and respecting academic freedom in a way that balances the free expression of ideas with the institution's responsibilities and duties to the accepted standards of the profession and the institution's mandate and mission. |
| Guidelines: | <ol style="list-style-type: none">Scope: This policy is applicable to all individuals associated with the College, whether they are full-time or part-time employees, members of the Academic and Support Staff, sessional workers, administrative staff, contractors, consultants, volunteers, or students.Rights vs. Responsibilities: Provide guidelines for the legitimate exercising of academic freedom and the corresponding responsibility to the standards of the profession, to the institution, and to legal administrative principles.Academic Freedom Entitlements: Provide guidelines for the entitlements shared by all, including freedom to conduct research and other scholarly inquiry and to participate in institutional governance, as well as those specific to:<ol style="list-style-type: none">faculty, regarding autonomy over pedagogical approaches, including curriculum and assessment;staff, regarding autonomy over the completion of work assignments; andstudents, regarding freedom to discuss in class relevant subject matter. |
| Definitions: | N/A |

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| Related Northern Lakes College Documents: | Governance – Free Speech Policy Academic - Academic Freedom Procedure |
| Related External Information: | N/A |
| Stakeholders Consulted: | Academic Council: Mar 4, 2025 Academic Freedom, Intellectual Property and Copyright Committee: Jan 30, 2025 Deans' Council: Feb 20, 2025 Employee Management Advisory Committee: Mar 18, 2025 President's Advisory Team: Apr 9, 2025 |
| Next Review Date: | April 15, 2030 |
| Revision History: | April 16, 2025: NEW |