



# Academic Freedom Policy and Procedures

## Purpose

This Policy sets out the commitment of the Central Institute of Technology and Innovation (the Institute) to the principles of academic freedom. The Institute recognises the importance of freedom of inquiry by academic staff and students, which is essential to the values of the Institute as well as to the principles of academia.

## Scope

The policy applies to all staff, students, and other members of the Institute community to whom a policy applies.

## Related Documents

This policy should be read in conjunction with the following Institute documents:

- Code of Conduct Policy and Procedures
- Student Code of Conduct Policy and Procedures
- Academic Integrity and Misconduct Policy and Procedures
- Anti-Discrimination Policy and Procedures
- Information and Privacy Policy and Procedures



All documents referenced in this policy can be accessed via the CITI website.

## **Definition of Key Terms**

For the purpose of this Policy, the following definitions apply:

Term	Definition
Staff Member	Any person who is an employee of the Institute. This includes full-time, part-time, sessional and casual staff.
Student	Any person who is an employee of the Institute. This includes full-time, part-time, sessional and casual staff.
Supervisor	A staff member who has designated responsibility for managing and/ or overseeing the performance and workplace behaviour of other workers.
Conduct	Conduct means the personal behaviour of a person.
Academic freedom	The freedom of academic staff to teach, discuss, exhibit artistic works or public performances, conduct research, as well as disseminate and publish the results of their research. Academic freedom extends to the freedom of academic staff to contribute to public debate, in relation to their subjects of study and research, and the freedom of academic staff to participate in professional or representative academic bodies.



# **Policy Statement**

Academic staff and students are expected to exercise academic freedom in a manner that is consistent with a responsible search for knowledge and its dissemination. Academic freedom of expression does not extend to behaviour that intends to harm others or is illegal. Academic staff and students should uphold the good name of the Institute and exercise judgement in the best interests of the Institute and broader community.

## **1. Academic Freedom**

In the exercise of academic freedom:

- 1.1 Staff and students will act in a professional and ethical manner and will not harass, vilify, intimidate, or defame others in accordance with Institute Policies and Procedures.
- 1.2 When carrying out teaching, scholarship, and research, academic staff have a responsibility to conduct their activities in accordance with the principles of intellectual rigour and without any interference or suppression.

## **2. Freedom of Speech**

Staff are encouraged to speak to the media or in public forums about issues relating to their area of specialisation in teaching and/or research. Staff are also encouraged to contribute to public debate about political and social issues. The following principles apply:

- 2.1 If commenting on matters outside of their discipline or area of professional expertise or on political or social issues, staff may do so on their own behalf and must not claim such views represent the Institute.
- 2.2 On matters of Institute policy or management decisions, only the Chief Executive Officer can speak on behalf of the Institute as its official spokesperson.
- 2.3 Staff must advise their supervisor in writing when planning to speak to the



media.

- 2.4 The Institute will promote and protect academic freedom as defined in the Academic Freedom Policy and Procedures.

### **3. Limits of Academic Freedom**

Academic freedom does not denote the freedom to neglect the basic obligations of:

- 3.1 The employer-employee relationship included in employment contract(s), Code of Conduct Policy, Student Rights and Obligations Policy, and the Intellectual Property Policy and Procedures.
- 3.2 Student obligations under the Student Code of Conduct Policy and the Student Rights and Obligations Policy.
- 3.3 Staff and students have an obligation to enhance the value of academic freedom to society.

### **4. Intellectual Property and Copyright**

Staff members are required to comply with relevant internal policies and procedures and relevant agreements with third-party providers in relation to Intellectual Property and Copyright.

### **5. Confidential Information and Privacy**

Staff and students are entitled to confidentiality and privacy with respect to information relating to them. Staff should ensure that they are aware of the legal and ethical requirements relating to information privacy and the use of commercially sensitive and confidential information.

## **Procedures**

The Chief Academic Officer (Dean) will monitor any complaints related to academic freedom using the procedures outlined in the relevant policies and procedures.

Complaints will be addressed on a case-by-case basis. Where a case needs to be



discussed, the Dean will seek advice from the Chair of Academic Board in the first instance.

## Related Legislation

This policy should be read in conjunction with the following related documents:

- [Anti-Discrimination Act NSW 1977](#)
- [Higher Education Standards Framework \(Threshold Standards\) 2021](#)
- [Education Services for Overseas Students Act 2000](#)
- [Commonwealth Crimes Act 1914](#)
- [Commonwealth Fair Work Act 2009](#)
- [Commonwealth Age Discrimination Act 2004](#)
- [Work Health and Safety Act 2011](#)

## Change and Version Control

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Author	Chief Executive Officer
Responsible Officer	Chief Academic Officer
Approved by	Board of Directors



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