

SECTION: Personnel Policies and Procedures / General Personnel Policies and Procedures  
SUBJECT: Academic Freedom  
SOURCE REFERENCE: Board of Trustees Policy 618.01

---

NUMBER: F/8.1.1

## General Personnel Policies and Procedures

### Academic Freedom

The instructor is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his or her other academic duties, but research for monetary return should be based upon an understanding with the authorities of the institution. The teacher is entitled to freedom in the classroom in discussing the subject, but should be careful not to introduce into teaching controversial material which has no relation to the course. The teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When speaking or writing as a citizen, he or she should be free from institutional censorship or discipline, but his or her special position in the community imposes special obligations. As a teacher, one should exercise appropriate restraint, should show respect for the opinion of others, and should make every effort to indicate that he or she is not an institutional spokesperson.

Faculty members who feel that their academic freedom has been imposed upon have the right to due process as outlined in the college grievance procedures. Faculty members should use the Employee Grievance Procedure on the [college webpage](#) or in Section F7.1 of the Employee Handbook to resolve a grievance involving academic freedom. The support of academic freedom is not intended to supersede performance issues, college policies or procedures, or municipal, state, or federal laws.