

### **60103 Statement on Academic Freedom and Political Activities**

In the development of knowledge, research endeavors and creative activities, College staff and students must be free to cultivate a spirit of inquiry and scholarly criticism. They must be able to examine ideas in an atmosphere of freedom and confidence, and also to participate as private citizens in community affairs.

Academic freedom must be subject to the self-restraints imposed by good judgment and valuing diversity. The staff member must fulfill his or her responsibility to society, to the College and to the profession by manifesting academic competence, scholarly discretion and good citizenship.

At no time should or will the principle of academic freedom protect the insubordination of a staff member. The principle of academic freedom will neither prevent the institution from evaluating the work and effectiveness of each and every professional staff member, nor will it constitute an excuse for noncompliance with the institution's policies and procedures, or for a disregard for its welfare.

The College adopts the position that in a world of rapid change and recurrent crises, a college best serves its community not as a stronghold of rigid tradition but as an open intellectual forum where varying shades of opinion may be freely expressed and fairly debated. Position values evolve from a free exchange of ideas among broadly informed citizens, and the progressive evolution of American institutions may depend upon their quality of flexibility in meeting changing social and economic needs. In support of these beliefs, the College adopts the following policy guidelines concerning the propriety of employee conduct within the institution and relating to dialogue of controversial issues:

- (1) In discussing controversial matters in the classroom, faculty should proceed in a fair and scholarly manner. Faculty members must not use the classroom for the purpose of soliciting support for any political candidate, program or organization.
- (2) All College employees shall be prohibited from participation in political activities during working hours or while otherwise engaged in the performance of official duties.
- (3) Outside the College realm employees speak and write as private citizens and should be free from institutional censorship or discipline, however, their special position in the community does impose special obligations. An employee should remember that the public may judge an institution by the statements of its employees. Therefore, they should at all times strive to be accurate, should show respect for the opinions of others and, when expressing or communicating their personal beliefs and opinions, should make every effort to clearly indicate that they are communicating in their capacity as individual citizens, not as institutional spokespersons.

(Amended 12/17/96; 8/25/15)