

	<b>ACADEMIC FREEDOM POLICY</b>										
<table> <tr> <td>Approving Authority</td> <td>: Senate</td> </tr> <tr> <td>Establishment Date</td> <td>: 17 December 2024</td> </tr> <tr> <td>Last Amendment Date</td> <td>: -</td> </tr> <tr> <td>Version</td> <td>: 1</td> </tr> <tr> <td>Responsible Division</td> <td>: Office of the Vice President (Academic and Innovative Learning)</td> </tr> </table>		Approving Authority	: Senate	Establishment Date	: 17 December 2024	Last Amendment Date	: -	Version	: 1	Responsible Division	: Office of the Vice President (Academic and Innovative Learning)
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### (A) Purpose

The purpose of this Academic Freedom Policy is to affirm Multimedia University's (MMU) commitment to the principles of academic freedom and to outline the rights and responsibilities of faculty, students, and staff in relation to these principles. Academic freedom is vital for advancing knowledge, fostering critical thinking, and promoting intellectual growth within the university.

### (B) Scope

This policy applies to all members of the university community, including faculty, students, staff, and visiting scholars.

### (C) Definitions

- **Academic Freedom:** The right of faculty, students, and staff to engage in intellectual debate, research, teaching, and learning without fear of censorship or retaliation. This right is subject to prohibitions, restrictions, or conditions imposed by law or MMU's Code of Conduct and Business Ethics (CBE), constitution, rules, and regulations.
- **Faculty:** Individuals holding academic appointments, including contract and part-time, adjunct, and visiting professors.
- **Students:** Individuals enrolled in courses or programs at the university.
- **Staff:** Non-faculty employees of the university.

### (D) Principles of Academic Freedom

- (i) **Freedom of Research and Publication:** Faculty and students have the freedom to conduct research and publish their findings without undue interference. This includes the right to choose research topics, methodologies, and interpretations, within the limits established by legal,

ethical standards, and MMU's Code of Conduct and Business Ethics (CBE), constitution, rules, and regulations.

- (ii) **Freedom of Teaching:** Faculty have the autonomy to design and teach their courses according to their professional judgment and disciplinary standards, while adhering to legal requirements and MMU's Code of Conduct and Business Ethics, constitution, rules, and regulations.
- (iii) **Freedom of Expression:** All members of the university community have the right to express their views on matters of public interest, both within and outside the classroom, without fear of institutional censorship or discipline, subject to legal, ethical constraints, and MMU's Code of Conduct and Business Ethics, constitution, rules, and regulations.
- (iv) **Freedom of Learning:** Students have the right to engage in open inquiry and express their views in academic settings. They are entitled to an education that fosters critical thinking and the free exchange of ideas, within the boundaries set by law and MMU's Code of Conduct and Business Ethics (CBE), constitution, rules, and regulations.

#### (E) Responsibilities

- (i) **Respect for Others:** All members of the university community must respect the rights of others to hold and express differing views. Discrimination, harassment, and intimidation are prohibited.
- (ii) **Academic Integrity:** Faculty and students must adhere to the highest standards of academic integrity, ensuring honesty in research, teaching, and learning.
- (iii) **Professional Conduct:** Faculty are expected to maintain professional standards in teaching, research, and interactions with students and colleagues.
- (iv) **Institutional Policies:** Faculty, students, and staff must comply with university policies and procedures, including those related to ethics, conduct, and the use of university resources, as outlined in MMU's Code of Conduct and Business Ethics, constitution, rules, and regulations, while exercising academic freedom

#### (F) University Responsibilities

- (i) **Protection of Academic Freedom:** The university is committed to protecting academic freedom by allowing faculty and students to engage in inquiry, research, teaching, or public commentary, as long as it aligns with institutional policies, legal standards, and does not harm others.
- (ii) **Promotion of a Safe Learning Environment:** MMU will maintain a supportive and fair learning environment, ensuring that academic freedom is exercised within a framework of mutual respect and tolerance.

**(G) Procedures for Addressing Violations**

- (i) **Reporting:** Alleged violations of academic freedom should be reported to the designated office at MMU.
- (ii) **Investigation:** The university will investigate all reported violations in a timely and fair manner through an appointed committee comprising faculty, students, and staff.
- (iii) **Resolution:** Appropriate actions will be taken to address violations and prevent future occurrences, which may include mediation, policy changes, or disciplinary action.

**(H) Protection Against Retaliation**

MMU strictly prohibits retaliation against any individual who reports a violation of academic freedom or participates in an investigation. Acts of retaliation will be subject to disciplinary action.

**(I) Review and Revision of Policy**

This policy will be reviewed periodically by the designated office at MMU in consultation with relevant bodies, and revisions will be made as necessary to ensure the policy remains effective in upholding the principles of academic freedom.

**(J) Effective Date**

This policy is effective as of 17<sup>th</sup> December 2024 and supersedes all previous policies related to academic freedom at MMU.

**Version Record:**

Version	Date
1	17 December 2024

**Relevant TM Policy:**

No	Policy
1	NA