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Policy Name:	Academic Freedom
Policy Number:	ADM 1.07
Title of Policy Owner:	Vice President/Provost
Approved by:	Policy Committee/Administrative Cabinet
Effective Date:	08/01/2020
Version:	1.0
Policy Status:	Approved

I. Policy

Bon Secours Memorial College of Nursing (BSMCON) recognizes and supports the principle of academic freedom, by which each faculty and staff member has the right to teach, conduct research, and publish material relevant to that faculty member's discipline, even when such material is controversial. Faculty of this College are responsible for complying with the Ethical and Religious Directives for Catholic Health Care Services promulgated by the United States Conference of Catholic Bishops, as interpreted by Bon Secours Mercy Health.

II. Purpose

The purpose of this policy is to define academic freedom in the higher education setting as it pertains to Bon Secours Memorial College of Nursing.

III. Scope

This policy applies to all associates of BSMCON as defined.

IV. Definitions

None

V. Policy Details

The College guarantees to its faculty and staff the same rights shared by all citizens, which include:

- The right to free expression
- The right to assemble
- The right to criticize and seek revision of the institution's regulations

At the same time, the faculty and staff should recognize an equally binding obligation to perform their academic duties responsibly and to comply with the internal regulations of the College and Bon Secours Mercy Health.

Each faculty and staff member is expected to recognize the right of free expression of other members of the College community; intolerance and personal abuse are unacceptable.

Faculty and staff shall not claim to be representing the College unless authorized to do so.

Bon Secours Memorial College of Nursing endorses the nationally recognized definition of academic freedom from the American Association of University Professors (AAUP): The 1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Notes, as follows:

(a) Teachers are entitled to full freedom in research and in the publication of results, subject to the adequate performance of their other academic duties; but research, for pecuniary return, should be based upon an understanding with the authorities of the institution.

(b) Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial subject matter which has no relation to the subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing.

(c) College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and institution by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraints, should show respect for the opinions of others, and should make every effort to indicate they are not speaking for the institution.

VI. Attachments  
None

VII. Related Policies  
None

VIII. Disclaimers  
a. Nothing in this policy creates a contractual relationship between Bon Secours Memorial College of Nursing and any party. BSMCON, in its sole discretions, reserves the right to amend, terminate or discontinue this policy at any time, with or without advance notice.

IX. Version Control

Version	Date	Description	Prepared by
1.0		Policy approved for 08/01/2020 publication	College Policy Committee