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1. PURPOSE:

The purpose of this section is to define the procedures for the safeguard and protection of academic freedom.

2. PROCEDURE:

Academic freedom is essential to Wayne Community College's goal of educating its students. The College encourages, supports, and protects all faculty in their academic pursuits---teaching, academic research, discussion, and publication. Each faculty member is free from restraints and penalties that would restrict responsible academic endeavors. The College's policies uphold the principle that adequate safeguards and protections must exist to ensure this academic keystone.

It is the faculty member's responsibility to present material objectively. Within a course, discussions and assignments should relate to the material designated by the course outline. Discussion and assignments should be in accordance with the College's mission and goals.

Each faculty member has the right to perform research and to publish the results of this research. This right is subject to restriction only if it interferes with the employee's job performance at the College.

As a citizen of the community, a faculty member is free from institutional censorship and discipline in the exercise of the freedom to speak and write as a private citizen. The faculty member must recognize that as an employee of WCC, the public

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may assume that one speaks for the College; therefore, each faculty member is responsible for alerting the public that he/she is not serving as a college spokesperson.

WCC's official policy supporting academic freedom and responsibility is found in the *Board of Trustees Policy Manual*. The policy states: "Wayne Community College is dedicated to the dissemination of knowledge, the engendering and development of skills, competencies, and understandings, and to the nurture of those personal and intellectual habits and attitudes which are peculiar to responsible individuals in a free, open, democratic society. The Board of Trustees, therefore, shall guarantee and protect judgment on the part of personnel of the College as they exercise academic freedom in accomplishing the objectives of the institution."

Procedures for safeguarding and protecting academic freedom are outlined in the *CPM, Section 02-0601, Grievance Procedures*. In the event that a faculty member believes himself/herself to have been the victim of academic freedom infringement, he/she can seek resolution through the existing grievance procedure. The grievance procedure clarifies the steps and rights of appeal.