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| The Hashemite University (HU) | |
| Policy Management System | |
| Academic Freedom Policy | |
| Policy Code: | HU1602 |
| Policy Name: | Academic Freedom Policy: Research and Public Discourse Freedom |
| Handler: | The Hashemite University President |
| Issuing Authority : | Department of Humanities and Social Sciences |
| Approved by: | The Dean's Council based on the 2022 Sustainable Development Framework (Ref. 16/13/10/2202761) |
| Revision cycle: | (5-7) years |

Background and Justification

Hashemite University is committed to upholding the principles of academic freedom, which are fundamental to the pursuit of knowledge, the advancement of research, and the promotion of critical thinking. Academic freedom allows faculty and staff the freedom to choose their areas of research and to speak and teach publicly about their research without fear of censorship, retribution, or discrimination. This policy is established to protect and promote academic freedom within the university community.

Scope and Purpose

This policy applies to all faculty, staff, students, and members of the university community. Its purpose is to reaffirm the university's commitment to academic freedom and outline the principles, definitions, responsibilities, and procedures necessary to support and protect this freedom.

Principles of the Policy

1. **Freedom of Research:** All faculty and staff have the right to choose their areas of research and pursue them without interference.
2. **Freedom of Expression:** Faculty and staff have the right to speak and teach publicly about their research and academic matters without censorship or retribution.
3. **Protection from Retaliation:** No individual shall be subject to adverse consequences, such as professional, financial, or personal repercussions, for exercising their academic freedom rights.
4. **Diversity of Perspectives:** The university values the diversity of perspectives and encourages open and respectful discourse, even when viewpoints may be controversial or challenging.
5. **Respect for Ethical Guidelines:** While academic freedom is protected, it is expected that research and expression adhere to ethical standards, including honesty and integrity.

6. **Responsibility to Students:** Faculty members are responsible for presenting a balanced and well-informed view of their subject matter in the classroom.
7. **Respect for University Policies:** While academic freedom is upheld, faculty and staff must also adhere to university policies and procedures, such as those related to professional conduct and research ethics.

Definitions

- **Academic Freedom:** The freedom of faculty and staff to choose their areas of research and to speak and teach publicly about their research without fear of censorship or retribution.
- **Retaliation:** Adverse consequences or actions taken against an individual as a result of exercising their academic freedom rights.
- **Ethical Guidelines:** The ethical standards and principles that govern academic research and expression, including honesty and integrity.
- **Diversity of Perspectives:** A wide range of viewpoints and opinions that contribute to a robust academic environment.

Responsibilities

- **University Leadership:** Ensure that academic freedom is protected and promoted within the university community.
- **Faculty and Staff:** Exercise their academic freedom responsibly, adhere to ethical guidelines, and promote diversity of perspectives in their work.
- **Students:** Respect and engage with the principles of academic freedom in their educational experiences.
- **Academic Affairs Office:** Support faculty and staff in their research and teaching activities, providing guidance on ethical guidelines and diversity of perspectives.

Procedures for Handling Policy Violations

1. **Reporting Violations:** Any concerns regarding violations of academic freedom should be reported to the relevant department chair, dean, or supervisor.
2. **Investigation:** The university will conduct a prompt and impartial investigation into the alleged violation.
3. **Corrective Action:** If a violation is substantiated, appropriate corrective actions will be taken, which may include training, counseling, or other measures.
4. **Appeals:** Individuals subject to corrective actions have the right to appeal the decision through established university procedures.
5. **Annual Review:** The university will annually review the effectiveness of the policy and make any necessary adjustments.

This Academic Freedom Policy is effective immediately upon approval and is a reaffirmation of Hashemite University's commitment to protecting and promoting academic freedom within the institution.