

## CHS Freedom of Intellectual Inquiry Policy

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## 1. Purpose

This policy articulates CHS's approach to ensuring freedom of intellectual inquiry.

## 2. Scope

This policy applies to all academic staff, adjunct, honorary and visiting appointees at CHS.

## 3. Definitions

Term	Definition
<b>Academic staff</b>	An appointed staff member whose primary role is teaching, research, and/or administration at CHS.
<b>Academic Freedom</b>	The right to express or otherwise communicate ideas or facts free from religious, political, or institutional restrictions.
<b>Adjunct appointment</b>	A medium-term (i.e. 12-24 months) academic appointed to teach and supervise students in an area that he or she has a demonstrated expertise in.
<b>Honorary appointment</b>	An honorary, usually non-salaried, academic appointment of esteemed individual(s) to the College.
<b>Intellectual Inquiry</b>	Research and discourse for the purpose of determining thought and reason in order to gain better understanding and contribute to knowledge
<b>Visiting appointment</b>	A short-term (i.e. less than 12 months), usually non-salaried, academic appointment from another higher education institution to the College who is appointed to teach and/or facilitate cross-institutional cooperation in an area that the visitor has a demonstrated expertise in.

## 4. Principles

The College acknowledges, accepts, and values the right to freedom of intellectual inquiry as central to its contributions in teaching, research and scholarship, and is committed to promoting and protecting this freedom. It ensures, as far as possible, that staff and students are able to exercise their right to academic freedom in undertaking teaching, learning and research without fear of discrimination or harassment

In acknowledging, accepting, and valuing the right to freedom of intellectual inquiry the College does not endorse the views expressed by its academic staff. All views expressed by academic staff will be taken to be the views of the individual who expresses them, even when an affiliation with the College is indicated. Views on behalf of the College can only be expressed by its executives if specifically authorised to do so.

Freedom of intellectual inquiry will not be permitted as a defence for acting unlawfully, disrespectfully, or for the exercise of poor judgement. In their exercise of freedom of intellectual inquiry, academic staff

will also always observe the Staff Code of Conduct and act in accordance with the Mission, Values, and Values of the College.

While academic staff are professionally obliged to examine all relevant data and test assumptions, they are also required to conduct themselves within the Australian legal environment, observing both the Privacy Act and the Copyright Act as well as the code of conduct of the relevant professional bodies. In exercising their rights and responsibilities associated with freedom of inquiry, CHS staff are expected to support the ethos and mission of the College and to act in accordance with the Staff Code of Conduct.

If a staff member or student clearly contravenes the principles outlined in this Policy, he or she may be in breach of the relevant Code of Conduct and could face disciplinary action.

The College has the right and the obligation to take disciplinary action as necessary against staff and students whose behaviour(s) violate the rights of freedom of intellectual inquiry of others, or who otherwise behave in a manner contrary to this policy or related policies, including Academic Integrity Policy, Responsible Conduct in Research and Scholarship Policy, and Staff Code of Conduct.

Appeals or disputes concerning any decision taken in relation to this Policy should be made under the relevant Grievance Procedure.

## **5. Responsibilities**

### **5.1 College Responsibilities**

The College is responsible for supporting the right of its academic staff and students to engage in intellectual inquiry and foster critical debate and scientific discourse. The College will support this right by providing and facilitating a positive environment that promotes, among others:

- robust and collegial debate;
- the testing and sharing new ideas, theories and topics of interest;
- academic integrity and honesty;
- the responsible conduct of research and scholarship;
- a diversity of opinion and the right to publicly express that opinion without fear of favourable, unfair or prejudicial treatment; and
- the exercise of professional judgment when engaging in teaching, research, and scholarship.

### **5.2 Academic staff**

Academic staff should expect that their right to hold and express values of their own choosing will be respected even when those values are being questioned. Freedom of intellectual inquiry carries the associated responsibility to exercise professional care and competence. In exercising their right to freedom of intellectual inquiry, academic staff will:

- observe the Staff Code of Conduct;
- act in a lawful and ethical manner;
- ensure that all discourse of academic freedom of expression is undertaken reasonably, in good faith, and in accordance with all research ethics considerations as appropriate;
- recognise and acknowledge that they are not speaking on behalf of the College;

- offer opinion and commentary on matters of which they have an acknowledged level of expertise;
- disclose any potential conflicts of interest (e.g. personal and/or professional relationships, and external funding sources);
- accept the critical scrutiny of others; and
- not to impinge on the ability of others to freely engage in academic debate.

With and among the student body in particular, all academic staff will:

- promote freedom of intellectual inquiry, critical thinking and creative reasoning; and
- encourage, facilitate and support positive, analytical discourse.

## 6. Records

Records associated with this policy will be maintained according to the Records Management Policy and Record Retention and Disposal Schedule.

## 7. Related Documents

- CHS Strategic Plan
- CHS Academic Board Charter
- CHS Academic Integrity Policy
- CHS Responsible Conduct in Research and Scholarship Policy
- CHS Staff Code of Conduct

## 8. Related legislation

- Higher Education Support Act 2003
- Tertiary Education Quality and Standards Agency (TEQSA) Act 2011
- TEQSA Higher Education Standards Framework (Threshold Standards) 2015
- Education Services for Overseas Students (ESOS) Act 2000 and National Code of Practice for Providers of Education and Training to Overseas Students 2018 (National Code 2018)
- Australian Qualifications Framework (AQF)
- Australian Code for the Responsible Conduct of Research