

## ACADEMIC FREEDOM POLICY

### 1.0 Purpose

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This document confirms CG Spectrum Institute's (CGSI) commitment to free intellectual inquiry and expression as essential to the proper conduct of learning, teaching and scholarship.

### 2.0 Scope

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This policy applies to all members of the CGSI community, which includes the Board of Directors, members of other Boards and Committees, students, staff (both academic and professional) and all persons participating in the CGSI higher education provider and its activities.

### 3.0 Definitions

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**Academic Freedom** means the right to freely engage in scholarly activities and discussion without restriction or fear of professional disadvantage or penalty. Reference to "scholarly activities and discussion" means all matters defined in the *Higher Education Support Act 2003* (Cth) – Schedule 1, being:

- the freedom of academic staff to teach, discuss, and research and to disseminate and publish the results of their research;
- the freedom of academic staff and student to engage in intellectual inquiry, to express their opinions and beliefs, and to contribute to public debate, in relation to their subjects of study and research;
- the freedom of academic staff and students to express their opinions in relation to the higher education providers in which they work or are enrolled;
- the freedom of academic staff to participate in professional or representative academic bodies;
- the freedom of students to participate in student societies and associations; and
- the autonomy of the Institute in relation to the choice of academic courses and offerings, the ways in which they are taught and the choices of research activities and the way in which they are conducted.

**Personal Information** is information or an opinion about an identified individual, or an individual who is reasonably identifiable:

- whether the information or opinion is true or not; and
- Whether the information or opinion is recorded in a material form or not.

This includes name, phone number, email address, address, bank details, nationality, date of birth, education history, enrolment history, physical characteristics, licence,

passport number, medical information, staff or student identification numbers or any other information that can identify an individual.

CGSI considers any information that an individual discloses in online forums or other interactive media to be public information and therefore may not be covered by protections under the Privacy Act 1988 (Cth), the *Australian Privacy Principles* and state or territory privacy laws.

## 4.0 Responsibilities

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The **CEO** is responsible for the implementation of this policy, and for taking reasonable steps to ensure:

- the implementation and compliance monitoring of this policy; and
- that any breaches of this policy are dealt with in a timely manner through CGSI's complaints policies.

## 5.0 Policy

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1. CGSI recognises and protects the right of all members of its community to freely engage in intellectual inquiry, scholarly activities and discussion, without restriction or fear of professional disadvantage or penalty. Academic freedom is subject only to the prohibitions, restrictions and conditions:
  - imposed by law;
  - imposed by the reasonable and proportionate regulation necessary to the discharge of the Institute's teaching and research activities;
  - imposed by the reasonable and proportionate regulation necessary to discharge the Institute's duty to foster the wellbeing of students and staff;
  - imposed by the reasonable and proportionate regulation to enable the Institute to give effect to its legal duties;
  - imposed by the Institute by way of its reasonable requirements as to the courses to be delivered and the content and the means of their delivery; and
  - the exercise by a member of the CGSI community, subject to the above limitations, shall not constitute misconduct nor attract any penalty or other adverse action.
2. In the exercise of academic freedom, all members of the CGSI community have an obligation to act respectfully, responsibly and in good faith.
3. Unless formally authorised, staff and students will not represent their views as being the views of CGSI.
4. Academic freedom is not a defence for acting unlawfully or behaving inappropriately, nor is it an excuse to bully, harass, defame, demean, vilify or intimidate others.
5. In exercising their right to academic freedom, staff and students are to be mindful of their obligation to protect personal information entrusted to them by clients, supervisees, their peers, and alumni, and to abide by CGSI's core values.
6. Where any member of the CGSI community believes their right to academic freedom has been unreasonably inhibited, restricted or limited, grievances may be addressed in the Student Grievance Complaints and Appeals Policy and Procedure or the Staff Grievance and Complaints Policy.

## 6.0 Related

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Academic Scholarship Policy  
Academic Scholarship Procedure  
Quality Assurance Framework  
Quality Assurance Procedure  
Student Grievance Complaints and Appeals Policy  
Student Grievance Complaints and Appeals Procedure  
Staff Grievance and Complaints Policy  
Strategic Plan  
Code of Conduct  
Privacy Policy  
Media and Communication Policy

## Version Control

<b>Document:</b>	Academic Freedom Policy		
<b>Approved by:</b>	Academic Board	<b>Date:</b>	30 November, 2023
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<b>Next Review Date:</b>	2025		
<b>Version History</b>			
<b>Version</b>	<b>Change Notes</b>		
2.1	Updates to add the relevant Acts		
2.0	Minor edits and logo		