

<b>FLORIDA</b>	<b>OFFICIAL</b>
<b>POLYTECHNIC</b>	<b>UNIVERSITY</b>
<b>UNIVERSITY</b>	<b>ACADEMIC POLICY</b>

<b>Subject/Title:</b> Protection of Academic Freedom
<b>FPU Policy Number:</b> FPU-5.0012AP
<input checked="" type="checkbox"/> New Policy <input type="checkbox"/> Major Revision of Policy <input type="checkbox"/> Minor Technical Revision of Policy
<b>Date First Adopted:</b> June 20, 2016
<b>Date Revised:</b>
<b>Responsible Division/Department:</b> Academic Affairs
<b>Initiating Authority:</b> Provost

**A. APPLICABILITY/ACCOUNTABILITY:**

This policy applies to all University faculty unless a collective bargaining agreement provides otherwise.

**B. POLICY STATEMENT:**

Pursuant to Regulation **FPU-5.001 Academic Freedom and Responsibility**, the University administration and the faculty shall fully maintain, encourage, and protect academic freedom. This policy describes the procedures used by faculty, the Human Resources Department, and the Faculty Professional Interests Committee (the “Committee”) of the Faculty Assembly to resolve violations of academic freedom. The Committee serves an advisory role in the grievance process.

**D. PROCEDURES:**

1. **Violation of Academic Freedom.** A faculty member who believes that his/her academic freedom has been violated may follow the general grievance procedures as set out in **FPU-6.0011P Employee Grievance Procedure, Section D “Procedure for General Grievances.”** The Employee Grievance Procedure will be followed with the following additional procedures:
  - a. After a determination that the grievance is sufficient as described in **FPU-6.0011P Employee Grievance Procedure D.1.(c)**, the Human Resource Director/designee will refer the faculty member’s grievance alleging a violation of academic freedom to the Committee so that the Committee may issue a written opinion and advise the Step One Representative.
  - b. The Human Resource Director will notify the Step One Representative that the grievance has been referred to the Committee.
  - c. The Committee issues its written opinion to the Step One Representative and the faculty member; such opinion will include whether or not the Committee believes there has been a violation of academic freedom and, if they believe there was a violation, what resolutions the Committee recommends.
  - d. The Committee’s written opinion must be submitted to the Step One Representative and the faculty member prior to the Step One Conference.
2. **Violation of Academic Freedom Relating to Suspension or Termination.** A faculty member who believes that his/her academic freedom has been violated and was also terminated or suspended and wants to grieve the alleged violation must follow the

grievance procedures as set out in **FPU-6.0011P Employee Grievance Procedure, Section E “Procedure for Grievances related to Suspensions and Terminations** instead of the grievance procedures set out in Section D. “Procedure for General Grievances.”

- a. The Human Resource Director/designee will refer the faculty member’s grievance alleging a violation of academic freedom to the Committee.
  - b. The Human Resource Director will notify the Step One Representative that the grievance has been referred to the Committee.
  - c. The Committee issues its written opinion to the Step One Representative and the faculty member; such opinion will include whether or not the Committee believes there has been a violation of academic freedom and, if they believe there was a violation, what resolutions the Committee recommends
  - d. The Committee’s written opinion must be submitted to the Step One Representative and the faculty member prior to the Step One Meeting.
3. At any time during the grievance process, the faculty member, Human Resources Director/designee, President/designee, Step One Representative, or Step Two Representative may request that the Committee submit additional opinions and advice.

ACADEMIC POLICY APPROVAL	
Academic Policy No.: FPU-5.0012AP	
Initiating Authority	Date
Academic Policies Committee Chair	Date
Vice President of Academic Affairs	Date
President/Designee	Date
Approved by FPU BOT, if required	Date
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