



PROCEDURE

Procedure Name	ACADEMIC FREEDOM RESPONSIBILITIES AND INFRINGEMENT <i>New</i>		
Procedure Number	RI 4.1	Category	Research and Innovation
Parent Policy	Academic Freedom		
Procedure Authority	Vice-President, Academic and Provost		
Executive Sponsor	Vice-President, Academic and Provost		
Approved By	Vice-President, Academic and Provost	Approval Date	May 20, 2026

1. PURPOSE

The principles of academic freedom are promoted and protected within the Medicine Hat College (MHC) community through clearly outlined responsibilities and infringement processes that align with the college's responsibility to ensure a safe and healthy work and learning environment.

2. RESPONSIBILITIES

2.1 The right to academic freedom is balanced by a corresponding obligation to academic responsibility. Academic responsibility involves adherence to college and program policies, procedures, processes, and the accepted standards of one's profession and/or discipline. It also involves recognizing MHC's rights and obligation to manage its affairs according to its mandate and purpose.

2.2 The college will support academic freedom by (but not limited to):

- (a) ensuring opportunities to participate in institutional governance and other opportunities for internal discussion and input are made available,
- (b) ensuring effective mechanisms for addressing concerns related to academic freedom are in place,
- (c) providing opportunities and resources for education and training related to academic freedom, and
- (d) encouraging civic engagement, engaging speakers, and facilitating discussions.

3. INFRINGEMENT

3.1 Infringements, including the act of limiting the academic freedom of others, will be subject to the college's established policies and procedures for misconduct for students and employees. Violations may result in disciplinary action up to and including termination for cause or expulsion. Violations of the law will be reported to the appropriate college and law enforcement authorities and may result in termination.

3.2 The adjudication of academic freedom infringement claims will be conducted under the authority of the Vice-President, Academic and Provost in an efficient, confidential manner that is guided by the concept of procedural fairness.

Procedural fairness entails treating all parties with fairness and impartiality while following a clearly outlined and equitable process. The principles generally include reasonable notice, impartial decision-making, fair consideration, timely resolution, clear communication, and outcome notification but may be expanded as required to ensure fairness.

3.3 If the Vice-President, Academic and Provost is involved in the complaint another executive will assume the role of Vice-President, Academic and Provost.

3.4 Every academic freedom infringement claim received by the college will be reviewed.

3.5 PROCESS

- 1) Claims may be made to the Vice-President, Academic and Provost, who will establish an ad-hoc committee to resolve the issue.
- 2) The committee will comprise of two academic administrators and two faculty members, who are not from the school of the complainant and are not involved in the complaint.
- 3) The ad-hoc committee may investigate the claim by requesting written submissions, interviewing individuals, and by holding hearings. The ad-hoc committee establishes its process depending on the nature of the claim and is only constrained by the principles of procedural fairness. The decisions of the ad-hoc committee are final and binding.
- 4) When a decision can not be reached, the Vice-President, Academic and Provost will evaluate the evidence, the opinions of the committee, and make a final and binding decision.
- 5) The decision will be communicated by the committee in writing to the affected parties, normally within 30 days. The decision may include recommendations of remedy should the complaint be upheld.

ORIGINAL COPY SIGNED

Nancy Brown
 Vice-President, Academic and Provost
 Date: May 20, 2026

Additional Information	Location
Canadian Charter of Rights and Freedoms	Publications.gc.ca
MHC Freedom of Expression Statement	MHC Website
MHC Faculty Association Collective Agreement	MHC Website
Post-Secondary Learning Act	Alberta.ca