

1 POLICY STATEMENT AND PURPOSE

ICHM acknowledges that the core educational mission of higher education teaching and research is enshrined in the principles of free speech and academic freedom. To this end, ICHM is committed to, and supports, academic autonomy across all of its operations.

ICHM recognises that its students will be the future leaders in the hospitality industry. By supporting a culture of academic freedom, ICHM empowers its students to explore new and controversial areas of inquiry by allowing them to freely express their views without fear of prejudice. This policy establishes clear parameters around ICHM's position on free speech, freedom of expression, the importance of academic autonomy and the commitment ICHM has to preserving these fundamental principles.

2 SCOPE

The policy applies to all ICHM students and staff.

3 DEFINITIONS

Not applicable.

4 POLICY DETAILS

ICHM is firmly committed to nurturing a culture of free speech and academic freedom where both its students and staff are encouraged to engage in robust academic discourse and research which may, at times, lead to conflicting points of view. This natural friction of perspectives may be at odds with an individual's own ideas and perspectives. However, it is acknowledged that it is only through the pushing of boundaries that new ideas and new perspectives may be generated. Controversial ideas are encouraged and expected to flourish at ICHM, however this is tempered within a framework of mutual respect, respectful engagement and civility which is outlined in the ICHM Code of Behaviour. Within this Code, ICHM reiterates its commitment to a safe learning environment, requiring both staff and students to value difference and diversity, cooperation, respect, tolerance and academic debate balanced with social responsibility.

As a champion of open debate, ICHM is committed to nurturing an atmosphere where concepts and ideas may be freely expressed, without fear of prejudice or incrimination. ICHM does not condone self-censorship and academic intolerance, acknowledging that unfettered speech and intellectual freedom is of paramount importance and the cornerstone of higher education. The vilification of marginal groups is not tolerated.

Where an ICHM student or staff member feels that their right to free intellectual inquiry has been inhibited and is in contravention of this policy, then they may lodge a formal grievance in accordance with ICHM's established Non-Academic Grievance Policy and Procedure.

5 RESPONSIBILITIES AND AUTHORITIES

The College Council is responsible for approving this policy. The Academic Board is responsible for upholding and supporting this policy.

The Chief Executive Officer (CEO) and Program Director Academic (PDA) are responsible for promulgating this policy and supporting its intent across all aspects of ICHM's academic operations.

6 REVIEW

The Program Director Academic is responsible for the review of this policy in accordance with the timeframe outlined in the Policy Register.

7 ACKNOWLEDGEMENTS

This policy has been developed using the following resources as references:

- ICHM Personal Conduct Policy (inclusive of the ICHM Code of Behaviour)
- Institute of Public Affairs – Free Speech on Campus Audit 2016 <https://ipa.org.au/wp-content/uploads/2016/12/18May16-ML-FreeSpeechonCampusAudit2016-May2016.pdf>
- The Chicago Statement - <https://www.thefire.org/get-involved/student-network/take-action/adopting-the-chicago-statement/>
- The French Report - Report of the Independent Review of Freedom of Speech in Australian Higher Education Providers – March 2019 - <https://www.dese.gov.au/higher-education-publications/resources/report-independent-review-freedom-speech-australian-higher-education-providers-march-2019>

8 APPROVAL

<i>Freedom of Speech and Academic Freedom</i>	
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Mar 2022	1.1	Title changes	College Council	03/03/2022