



HLC Accreditation Evidence

- Example of Employee Comments to Proposed Policy Revision

URL:

<https://docs.bartonccc.edu/presidentsoffice/presidentsstaff/psmeetings/fy2223/202209/2520-Academic%20Freedom%20-%20Employee%20Questions.pdf>

Office of Origin:

- Office of the President

Contact(s):

- President

Employee Questions/Comments
2520-Academic Freedom

Questions/Comments #1	
Questions/Comments	<p>I have a few questions regarding the new Academic Freedom and Expression policy.</p> <p>In the new section (4) it states (first paragraph)</p> <p>"The College is committed to free and open inquiry in all matters and guarantees the latitude to speak, write, listen, challenge, and learn. Limited restrictions may be necessary to the functioning of the institution. Beyond the rare exception, Barton fully respects and supports the freedom of all members of the Barton community "to discuss any problem that presents itself."</p> <p>Could an example be given for the following statement and/or the types of limitations? Limited restrictions may be necessary to the functioning of the institution.</p> <p>In the new section (4) it states (third paragraph)</p> <p>Barton may restrict expression that violates the law, that constitutes a genuine physical threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the core functions of the College. In addition, the institution may reasonably regulate the time, place, and manner of expression to ensure it does not disrupt the core functions of the College.</p> <p>Similarly to my question above, could an example or situation be explained that would occur under "In addition, the institution may reasonably regulate the time, place, and manner of expression to ensure it does not disrupt the core functions of the College" The first section (referring to the law makes perfect sense), but the statement here is a little gray and would appreciate further clarification (i.e. "reasonably regulate").</p> <p>What form does this regulation take place, who enforces these, and what are the possible ramifications?</p> <p>Thank you! ~Matt</p>

<p>Overseer Response(s)</p>	<p>Thank you for your interest in the revisions recommended for college procedure #2520. In response to your questions, I offer the following replies highlighted in teal.</p> <p>In the new section (4) it states (first paragraph)</p> <p>"The College is committed to free and open inquiry in all matters and guarantees the latitude to speak, write, listen, challenge, and learn. Limited restrictions may be necessary to the functioning of the institution. Beyond the rare exception, Barton fully respects and supports the freedom of all members of the Barton community "to discuss any problem that presents itself."</p> <p>Could an example be given for the following statement and/or the types of limitations? Limited restrictions may be necessary to the functioning of the institution.</p> <p>Types of limitations: personnel issues, areas of confidentiality, violations of the law, slander of specific individuals, privacy topics, interests that are incompatible with the functioning of the institution.</p> <p>In the new section (4) it states (third paragraph)</p> <p>Barton may restrict expression that violates the law, that constitutes a genuine physical threat or harassment, that unjustifiably invades substantial privacy or confidentiality interests, or that is otherwise directly incompatible with the core functions of the College. In addition, the institution may reasonably regulate the time, place, and manner of expression to ensure it does not disrupt the core functions of the College.</p> <p>Similarly to my question above, could an example or situation be explained that would occur under "In addition, the institution may reasonably regulate the time, place, and manner of expression to ensure it does not disrupt the core functions of the College" The first section (referring to the law makes perfect sense), but the statement here is a little gray and would appreciate further clarification (i.e. "reasonably regulate").</p> <p>Examples: free expression beyond the scope of the class, outbursts of free expression during a student concert or recital, uninvited attendance at institutional meetings for the purpose of free expression</p>
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	<p>What form does this regulation take place, who enforces these, and what are the possible ramifications?</p> <p>Response: It is expected that employees will self-regulate themselves in a work environment that affords the opportunity for free expression. If not, the College's Employee Problem Resolution procedure is available to all employees to address concerns. Further, administrators, by the nature of their role and function, have a responsibility to infuse themselves into situations requiring corrective action. Finally, as applicable to the situation, the College's Campus Safety team has a functional role of enforcement. Ramifications will vary with the offense.</p> <p>Elaine Simmons</p>
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<u>Questions/Comments #2</u>	
Questions/Comments	
Overseer Response(s)	

<u>Questions/Comments #3</u>	
Questions/Comments	
Overseer Response(s)	