

## INTERNATIONAL BUSINESS UNIVERSITY (IBU)

### POLICY CONTROL

<b>Policy Number</b>	1004 (previously 211)
<b>Policy Title</b>	IBU Free Speech Policy
<b>Policy Owner / Responsible Offices</b>	Vice President, Academic
<b>Approval Authority</b>	Board of Directors
<b>Applies To</b>	All domestic and international students, faculty, staff, and community members engaged in IBU activities
<b>Approval Date</b>	February 21, 2021
<b>Effective Date</b>	September 2021
<b>Review Date/s</b>	August 30, 2023 (1st review); August 28, 2025 (2nd review)
<b>Revision Date/s</b>	-
<b>Revision Implementation Date/s</b>	-

### 1. INTRODUCTION AND BACKGROUND

International Business University is a teaching and research institution committed to open inquiry, debate, and the exchange of ideas. The Free Speech Policy establishes the institutional framework for protecting freedom of expression while ensuring compliance with Canadian and Ontario law and maintaining a respectful and safe academic environment.

### 2. PURPOSE

As a place of research, International Business University (IBU) is committed to free speech, wide-ranging inquiry, and promoting debate and discussion. This policy commits IBU to upholding free speech within the limits set by Canadian and Ontario law.

In furtherance of this commitment, the policy affirms the University's role in fostering an academic environment that supports the open examination of ideas, critical inquiry, and the respectful exchange of diverse perspectives. The policy provides a framework for protecting freedom of expression while balancing this freedom with legal obligations, institutional responsibilities, and the need to maintain a safe, respectful, and inclusive learning and working environment for all members of the University community.

### 3. POLICY STATEMENT

International Business University affirms its commitment to protecting free speech and free expression while balancing this commitment with legal, safety, and operational responsibilities.

### 4. APPLICABILITY

This policy applies to all domestic and international students registered in a program at IBU. This policy is available to all past, current and prospective domestic and international students of IBU.

The policy is in force at all IBU's property, classrooms, and events, or elsewhere where an identifiable interest of the university is confirmed. Organizers of events involving IBU are responsible for ensuring that all participants are aware of and in compliance with this policy.

This policy is limited by legal or fiduciary responsibilities as outlined by Canadian and Ontarian law.

### 5. DEFINITIONS

**Free Speech / Free Expression:** Free speech, also described as free expression, is defined as the right to examine, consider, discuss, share, receive, impart, and criticize information of

all kinds, in various types of forms (e.g. written, oral, video, art, etc.). This freedom is central to the operations of the university and attempts to prevent free speech and free expression are contrary to this policy and to the guiding principles of IBU.

**Community Member:** Any individual participating in or engaged in International Business University activities, including students, faculty, staff, invited speakers, and event participants.

**Identifiable Interest of the University:** Circumstances in which an activity, event, or expression is reasonably connected to International Business University through sponsorship, representation, location, or institutional affiliation.

## 6. POLICY

IBU is a place where open discussion and free inquiry are welcomed, encouraged, and fostered. IBU will not attempt to limit the access of its community members to ideas or opinions that they disagree with or find offensive.

IBU community members are allowed to engage with, debate, condemn, and dissent from any ideas or opinions. These debates or engagements should be guided by principles of mutual respect, tolerance, and civil expression.

IBU reaffirms its commitment to ensuring that the individual dignities and rights of its community members and ensuring that its members may learn, teach, work, and live free from discrimination based on race, ancestry, place of origin, creed, citizenship, religion, sexual orientation, gender expression, or disability.

All free speech and free expression are still subject to the constraints of law. IBU reserves the right to restrict speech that violates the law, that is threatening, harassing, or defamatory, that is discriminatory, or that violates privacy. While free speech is fundamental, there are competing interests that are also protected by law, and these interests are not superseded by this policy.

IBU reserves the right to manage the time, place, and manner of expression to prevent the undue disruption of normal university operations. IBU reaffirms its commitment to ensuring the safety and dignity of all members and this commitment will guide this management.

## 7. ROLES AND RESPONSIBILITIES

- **IBU Community Members:** Exercise free speech responsibly and in accordance with this policy and applicable law.
- **Event Organizers:** Ensure participants are aware of and comply with this policy.
- **Office of the Vice President, Academic:** Implement, interpret, and investigate complaints under this policy.

## 8. REVIEW

The statement will be reviewed every three years. As part of this review, new policies, guidelines, and material may be developed to better ensure that this policy is accurately interpreted and implemented.

## 9. COMPLIANCE PROCEDURES

The Office of the VP Academic is responsible for the implementation and review of this policy. That Office will investigate any complaints under the auspices of this policy. Complaints may be made in situations including (but not limited to) situations where there is disruption that interferes with an event or the ability of people to express themselves freely.

## 10. EVALUATION AND QUALITY ASSURANCE

IBU commits to preparing a report on the implementation of this policy and submitting it to the Higher Education Quality Council of Ontario (HEQCO) or other government-approved body that is overseeing the quality and enforcement of these policies.

## 11. RELATED DOCUMENTS

None