

INTERNATIONAL BUSINESS UNIVERSITY (IBU)

POLICY CONTROL

Policy Number	1005 (previously 210)
Policy Title	IBU Policy on Academic Freedom
Policy Owner / Responsible Offices	Vice President, Academic
Approval Authority	Board of Directors
Applies To	All faculty and students of International Business University
Approval Date	February 21, 2021
Effective Date	September 2021
Review Date/s	August 30, 2023 (1st review); August 28, 2025 (2nd review)
Revision Date/s	-
Revision Implementation Date/s	-

1. INTRODUCTION AND BACKGROUND

Academic freedom is a foundational principle of higher education and is essential to the mission of International Business University. The University recognizes that the pursuit of truth, advancement of knowledge, and effective teaching depend on the freedom of faculty to teach, research, publish, and engage in scholarly discourse without undue restriction.

2. PURPOSE

The purpose of this policy is to outline the rights and responsibilities of faculty in upholding and preserving the principles of academic freedom at International Business University.

3. POLICY STATEMENT

International Business University affirms its commitment to academic freedom as a core institutional value. Academic freedom supports the University's mandate to pursue truth, educate students, and disseminate knowledge and understanding through teaching, research, and scholarly engagement.

4. APPLICABILITY

This policy applies to all faculty of International Business University and 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.

5. DEFINITIONS

International Business University follows Universities Canada in defining academic freedom as:

- The freedom to teach and conduct research in an academic environment.
- Academic freedom is fundamental to the mandate of universities to pursue truth, educate students, and disseminate knowledge and understanding.

6. POLICY

6.1 FACULTY RIGHTS

All faculty of International Business University are entitled to:

- Conduct research and publish results according to the principles, sources, and methods of their academic disciplines;
- Engage in teaching, articulation, and exchange of ideas without interference, coercion, or censure; and

- Exercise academic freedom in a manner consistent with integrity, professionalism, openness, curiosity, honesty, and engagement.

6.2 FACULTY RESPONSIBILITIES

Faculty have a responsibility to:

- Ensure that their knowledge claims and scholarly work are subject to rigorous and public review by experts in their respective fields;
- Base academic freedom on reasoned discourse, extensive research, and peer review; and
- Uphold professional and ethical standards in teaching, research, and scholarly communication.

6.3 STUDENT ACADEMIC FREEDOM

As a teaching-oriented university, International Business University is committed to ensuring that students:

- Have the freedom to pursue research and academic projects that enrich their personal and professional development; and
- Are exposed to rigorous standards that define effective, evidence-based research.

6.4 LIMITATIONS

Academic freedom does not relieve any member of the University from obligations or duties inherent in roles associated with the teaching and learning process, nor does it override responsibilities under Ontario Human Rights policy and legislation.

7. ROLES AND RESPONSIBILITIES

- **Faculty:** Exercise academic freedom responsibly and in accordance with professional, ethical, and disciplinary standards.
- **University Administration:** Protect and uphold academic freedom while ensuring compliance with institutional policies and applicable legislation.
- **Vice President, Academic:** Provide oversight and stewardship of this policy and its application.

8. REVIEW

This policy is subject to periodic review (once every 3 years) to ensure continued relevance, alignment with academic standards, and compliance with legislative and sector expectations.

9. COMPLIANCE PROCEDURES

Compliance with this policy is expected as part of faculty members' professional responsibilities.

Alleged breaches of academic freedom or related obligations will be addressed through appropriate institutional processes.

10. EVALUATION AND QUALITY ASSURANCE

The University may consider academic freedom matters as part of broader academic quality assurance, governance, and institutional review processes to ensure alignment with best practices in higher education.

11. RELATED DOCUMENTS

- Universities Canada Principles on Academic Freedom
- Ontario Human Rights Code/Policy