

JAMES A. RHODES STATE COLLEGE  
HUMAN RESOURCES POLICY STATEMENT

This policy and/or procedure provides operating principles for Human Resources issues at James A. Rhodes State College. It supersedes any prior policy covering the specific subject. This policy and/or procedure may be suspended, modified or cancelled as determined by the College. This policy and/or procedure does not create a contract of employment, nor is it a condition of employment between the College and its employees.

This policy and/or procedure is provided on-line for the convenience of access for College employees. It is created in WordPerfect and is in Read-only format. The file can be opened, reviewed and/or printed for reference. The original policy will be the governing copy and is on file in Human Resources.

(Specific Policy Follows on Next Page)

## FREEDOM OF INQUIRY AND EXPRESSION POLICY

Policy 5.15  
BOT 9-16-08

Applies to: Faculty, Staff and Students

### Policy

James A. Rhodes State College is dedicated to the advancement and transmission of knowledge for its students, faculty, staff and others. The College, therefore, is committed to freedom of inquiry and expression in fostering personal discovery and development through teaching, learning, research, discussion, and publication. Students, faculty, and staff should be mindful that freedom of inquiry and expression is a privilege for learners and citizens accompanied by ethical and responsible obligations to:

- Be truthful, accurate, exercise sound judgment and respect the rights of others to express opinions.
- Maintain integrity in research, publications, and written documents applicable within an academic community by adhering to policies on copyright, plagiarism, intellectual property, and codes of conduct.
- Clearly articulate that their actions and/or statements do not necessarily represent the views of the academic community.
- Demonstrate respect for and judgment of other colleagues and students.

In support of freedom of inquiry and expression, James A. Rhodes State College acknowledges the rights of students, faculty and staff to:

- Freely and peaceably assemble and demonstrate in accordance with the exercise of constitutional rights, so long as such activity does not impose a threat or impede the rights and freedom of others.
- Support causes by orderly means that do not disrupt the regular and essential operation of the College.
- Take reasoned and respectful exception to the points of views within the organization, yet meet the obligations of their job responsibilities or, in the case of students, meet the obligations to complete class assignments and learn the content of any course of study for which they are enrolled.
- Express views on College matters through participation in organizational structures.