

Academic Freedom and Freedom of Speech Policy

1. Scope

This Policy applies across Holmes Institute (Holmes), including:

- a) all Holmes Staff;
- b) all Holmes students; and
- c) all visitors, including persons invited to speak on Holmes premises

2. Purpose

The purpose of this policy is to ensure that the freedom of lawful speech of Holmes staff and students and visitors to Holmes.

3. Policy and Principles

- 3.1 The right to academic/intellectual freedom is supported and encouraged by Holmes.
- 3.2 Holmes supports and encourages lawful and respectful freedom of expression by Holmes staff, students and persons invited to speak on Holmes' premises.
- 3.3 Holmes values the benefit of a diversity of views in public debate, and expects all persons subject to this Policy to respect the right of others to lawful and respectful freedom of expression under this Policy.
- 3.4 A person does not lose the benefit of protection afforded by this Policy simply because others may find that person's views or opinions to be controversial, offensive or distasteful.
- 3.5 Holmes will not accept or tolerate abuse or intimidation of, or discrimination or other adverse action against a person who has exercised their right to freedom of expression under this Policy.
- 3.6 A person who otherwise complies with this Policy will not be refused permission to speak on Holmes premises on the basis only of that person's views or opinions.
- 3.7 Contracts or arrangements entered into between Holmes and third parties will not unreasonably restrict freedom of expression.
- 3.8 A person's right to freedom of expression under this Policy is subject to Holmes' responsibility to manage its operations and activities in the best interest of all of its stakeholders.
- 3.9 Notwithstanding Holmes' commitment to freedom of expression as outlined in this Policy, Holmes does not support any form of expression, the content of which, or which in its exercise, is:
 - a) speech that is contrary to law;
 - b) speech that unreasonably interferes with Holmes' ability to discharge its legal duties and obligations, including those with respect to the health, safety and welfare of its staff, students and visitors;
 - c) speech that unreasonably disrupts Holmes' activities (including teaching, learning and research) or operations, or the ability of people to participate in activities, or make full use of Holmes facilities and resources;
 - d) speech that is not made in good faith in accordance with the principles set out in the relevant Code of Conduct

- 3.10 Holmes may refuse access to its facilities and resources to external visitors where the activity or content of any speech or activity is likely to:
- a) contravene any of the principles in this Policy
 - b) advance theories or propositions that is detrimental to the Holmes' reputation as an institution of higher learning;
 - c) be unreasonably disruptive to Holmes' activities or operations; or
 - d) prejudice the Holmes' duty to foster the health and wellbeing of its staff, students and other visitors.

4. Version Control and Accountable Officers

It is the joint responsibility of the Implementation Officer and Responsible Officer to ensure compliance with this policy.

Responsible Officer	Dean		
Implementation Officers	Dean in liaison with Campus Directors		
Review Date	December 2026		
Approved by			
Governing Council			
Associated Documents			
Acceptable Use of Information Technology Code of Conduct Policy Student Charter and Student Conduct Policy			
Version	Brief Description of the Changes	Date Approved	Effective Date
1.0	New policy	6 December 2019	6 December 2019
2.0	Scheduled review by Governing Council	December 2023	December 2023