

## FREEDOM OF EXPRESSION POLICY

This document is the parent policy for any college or divisional procedures. Questions regarding this policy are to be directed to the identified Policy Administrator.

<b>Functional Category:</b>	Operations
<b>Approval Date:</b>	October 28, 2019
<b>Effective Date:</b>	October 28, 2019
<b>Policy Owner:</b>	President and CEO
<b>Policy Administrator:</b>	Vice President Teaching and Learning

### Objective:

NorQuest College's (college) mission is to inspire lifelong learning and the achievement of career goals by offering relevant and accessible education. Our vision is to provide an inclusive and diverse learning environment that transforms lives and strengthens communities. We have a unique ability to provide students with the skills Alberta needs in a supportive and inclusive environment and with input from industry, business, and the public sector, we make learning relevant and rewarding.

We are proud of our long-standing and continuing commitment to protecting freedom of thought, belief, opinion, and expression, and the related freedoms of conscience, religion, association, and peaceful assembly, all as enshrined in the Canadian Charter of Rights and Freedoms.

Authority to establish this policy is derived from the [NorQuest College Board of Governors Policy No. 5](#) which delegates authority to the President and CEO to establish policies and procedures for the college's management and operation.

### Policy:

NorQuest College is a place of free and open inquiry in all matters.

All members of the college community are guaranteed the broadest possible latitude to speak, write, listen, challenge, and learn.

Debate and deliberation must not be suppressed simply because the ideas put forward are thought by some, or even most, to be unwelcome, uncomfortable, unwise, wrong-headed, disagreeable, deeply offensive, immoral or false. It is not NorQuest's role to shield individuals from such ideas. It is for individuals to judge the nature of ideas and opinions for themselves, and not obstruct the right of others to freely express their views.

Members of the college community have the right to criticize and question other views expressed on campus, but must not obstruct or otherwise interfere with others' freedom of expression.

Mutual respect and civility are valued, but the lack of them, in and of itself, does not constitute sufficient justification to limit freedom of expression.

Freedom of expression may only be restricted if it violates Alberta and Canadian Law, falsely defames an individual, constitutes a genuine threat or harassment, or unjustifiably invades substantial privacy or confidentiality interests.

The college may reasonably regulate the time, place, and manner of expression to ensure that the expression does not disrupt the ordinary activities of the college.

<b>Definitions:</b>
<b>Related NorQuest College Information:</b>
<b>Related External Information:</b>
<b>Next Review Date:</b>
<b>Revision History:</b>

The fact that an individual or group is permitted or invited to carry on an expressive activity on campus does not mean that the views of that individual or group are representative of the college's views as an institution, or the views of its leadership.

**Employee:** includes a person who is engaged by NorQuest College to perform a service in accordance with existing terms and conditions of employment, employment contracts or collective agreements.

**Member of the College Community:** any student, faculty, administrative or staff member of the college, member of the public serving in a recognized capacity for the college, guardian of an underage student acting on behalf of the student in the college community, and employee of an agency contracted by the college.

**Student:** any individual admitted to, and enrolled in, any college course(s) or program(s).

- [Code of Conduct Policy](#)
- [Respectful Workplace and Learning Environment Policy](#)
- [Canadian Charter of Rights and Freedoms](#)

October 2023

October 2019: New