

## Requirement 3.7.4

### Faculty: Academic freedom

The institution ensures adequate procedures for safeguarding and protecting academic freedom.

### Judgment

Compliant  Partial Compliance  Non-Compliant  Not Applicable

### Narrative

Haywood Community College (HCC) is in compliance with Comprehensive Standard 3.7.4.

HCC adequately safeguards and protects academic freedom within the institution. Safeguards include both a stipulated and published academic freedom grievance policy and associated procedures ([HCC Academic Freedom and Responsibility Policy](#)) ([HCC Employee Grievance Procedures](#)).

### Academic Freedom Policy

HCC's Academic Freedom and Responsibility Policy sets forth the following guidelines:

Haywood Community College is dedicated to the dissemination of knowledge, the engendering and development of skills, competencies and understandings, and to the nurture of those personal and intellectual habits and attitudes which are peculiar to responsible individuals in a free, open, democratic society. The Trustees, therefore, shall guarantee and protect academic freedom in the College. The Trustees shall likewise require the exercise of responsible judgment on the part of personnel of the College as they exercise academic freedom in accomplishing the objectives of the institution.

This Policy is additionally stipulated to in the College's [Board of Trustees By-Laws, pp. 11.](#)





### Grievance Provisions and Procedures

Any college employee believing that the institution's academic freedom and responsibility policy has been misused or violated may file a grievance under the HCC [Employee Complaints and Grievances Policy](#). This policy places no restrictions on what may be grieved, including alleged violations of academic freedom. No grievances have been filed related to academic freedom.

### Policy Dissemination

HCC's Academic Freedom and Responsibility Policy and the associated Employee Complaints and Grievances Policy/Procedures are disseminated in the both hard copy and in virtual formats (under the "[Publications](#)" link of the College's Web site).

## Supporting Documents

-  [HCC\\_Web\\_Publications](#)
-  [BOT\\_By-Laws\\_0208 \(page 11\)](#)
-  [HCC\\_POLICY\\_ACADEMIC\\_FREEDOM\\_AND\\_RESPONSIBILITY](#)
-  [HCC\\_POLICY\\_EMPLOYEE\\_COMPLAINTS\\_AND\\_GRIEVANCES](#)