


Category	Legal Compliance	Policy Number	UNI-LEG-104	 جامعة زايد ZAYED UNIVERSITY
Classification	Public	Version	3.0	
Responsible Office	Provost	Policy Owner	Provost	
Date Approved	14 November 2024	Effective Date	14 November 2024	
Date Last Reviewed	5 November 2024	Due Date for Next Review	14 November 2027	

POLICY

Intellectual and Academic Freedom

1. Purpose

This policy articulates Zayed University’s commitment to intellectual and academic freedom.

2. Scope of Application

This policy applies to all Zayed University students and employees.

3. Definitions

Academic Freedom	The right of faculty, researchers, and students to engage in teaching, research, and scholarly pursuits without undue interference or fear of reprisal. It encompasses the liberty to pursue knowledge, express ideas, and to engage in constructive debate within the boundaries of professional ethics, academic integrity, and compliance with applicable UAE laws
Private Citizen	For the purposes of this policy, a private citizen is a person (a UAE National or a non-national resident) acting in an individual capacity, not as an official representative of the University
Provost	Provost and Chief Academic Officer
UAE	United Arab Emirates
University	Zayed University

4. Policy

4.1 Zayed University (“**University**”) was established by the Government of the United Arab Emirates (“**UAE**”) for the education and advancement of its students. The University is committed to principles of freedom for teaching and intellectual inquiry, and to the ethical and reasoned conduct of research, publication of findings, and expression of ideas and beliefs. The University recognizes that it operates within the context of the culture, mores, and laws of the UAE.

5. Areas of Academic Freedom

5.1 Teaching and Learning

5.1.1 Faculty members possess the autonomy to choose course materials, design curriculum, and employ teaching methods aligning with educational objectives.

5.1.2 Students and employees are entitled to express views and engage in respectful, open discussions without discrimination or retaliation.

5.2 Research and Scholarship

Students and employees have the right to pursue inquiries, conduct experiments, and disseminate findings free from external influence or restriction. This includes the freedom to select research topics, methodologies, and publication outlets based on scholarly merit and relevance.

5.3 University Citizenship

5.3.1 Students and employees have the right to express opinions about the University and higher education more generally.

5.3.2 Students and employees have the right to participate in representative bodies, committees, and shared governance structures and decision-making processes at the University.

5.4 Public Expression

Students and employees have the right to express opinions, engage in public discourse, and participate in civic activities as private citizens. However, the person expressing their opinion must clarify that their views are personal and do not necessarily represent the views of the University unless explicitly stated in writing by an authorized representative of the University.

6. Protection of Academic Freedom

6.1 Institutional Support

The University is committed to fostering academic freedom, by offering support and resources to address challenges.

6.2 Grievance Mechanisms

6.2.1 Students and employees have the right to challenge course content or learning activities by submitting the appropriate form to the Department Chair responsible for the course concerned.

6.2.2 Students and employees have the right to challenge library materials by submitting the appropriate form to the Director of the Library and Learning Commons.

6.2.3 Students and employees who feel that their academic freedom has been impinged upon have the right to raise a grievance in accordance with the University's complaints and grievances policies.

6.3 Advocacy and Awareness

The University will promote awareness of academic principles through training programs, workshops, and educational initiatives.

7. Responsibilities in Relation to Academic Freedom

7.1 Professional Ethics

- 7.1.1 Students and employees must exercise academic freedom with adherence to professional ethics, integrity, respect for diverse perspectives, and respect for applicable UAE laws.
- 7.1.2 In exercising freedom to select publication outlets, students and employees must consider the academic integrity, business ethics, and editorial practices of publication venues.

7.2 Respect for Others

Students and employees must respect the rights and dignity of others, promoting mutual understanding, tolerance, and constructive dialog.

7.3 Compliance with Laws and Regulations

- 7.3.1 Students and employees must exercise academic freedom in compliance with applicable UAE laws and regulations, including UAE laws related to national security, public order, respect for the state and for others, social values, and cultural sensitivities.
- 7.3.2 Students and employees are required to act in compliance with all applicable University policies and procedures.

8. Related Policies and Laws

- ACA-STU-101 Undergraduate Student Rights and Responsibilities
- ACA-STU-102 Undergraduate Student Code of Conduct
- ACA-STU-105 Undergraduate Student Complaints and Grievances
- ACA-GRA-211 Graduate Student Code of Conduct
- ACA-GRA-212 Graduate Student Complaints and Grievances
- SUP-HR-08 Employee Conduct
- SUP-HR-15 Employee Complaints and Grievances
- SUP-FAC-201 Faculty Roles and Responsibilities
- UNI-LEG-102 Code of Ethics and Professional Conduct
- UNI-LEG-103 Zayed University Code of Professional Ethics

9. Administration

The responsibility for the administration of this policy rests with the Provost.

10. Revision History

Date	Revision	Ver.
11 December 2024	Chair of the Board Decision issued (PD#29 of 2024).	
14 November 2024	Approved by ARSAC.	3.0
5 November 2024	Endorsed by the University Policy Standing Committee.	
26 September 2024	Endorsed by the Provost's Council.	
25 September 2024	Policy completely rewritten and updated as if new:	

	<ul style="list-style-type: none"> • Changed the category from Educational Programs to Legal Compliance, and so changed the policy number from ACA-PRO-601 to UNI-LEG-104. • Added Definitions (3); Areas of Academic Freedom (5); Protection of Academic Freedom (6); Responsibilities in Relation to Academic Freedom (7). • Updated with Related Policies. 	
24 January 2023	Administrative change: <ul style="list-style-type: none"> • Updated to be in line with the new format. • Updated the policy number from ACA-ADM-03 to ACA-PRO-601. 	
24 September 2020	Reviewed with no substantive changes required; approved by the Provost.	2.1
13 June 2010	Revised policy approved.	2.0
1 October 2000	New policy approved.	1.0