

 AMERICAN INTERNATIONAL UNIVERSITY الجامعة الأمريكية الدولية	Policy Main Title	Academic Freedom & Responsibility Policy	Effective Date	14/06/2026
	Category	Academic Integrity	Last Review date	
	Policy Number	ACA-002	Next Review date	14/06/2029
	Responsible Entity	Board of Trustees	Approved By	Chair Board of Trustees

Overview

Academic freedom is the oxygen of genuine scholarship. Without the assurance that faculty can teach, research, and publish according to their professional judgment, and that students can inquire and question without penalty, a university cannot produce the quality of education and the advancement of knowledge that its mission demands. American International University affirms academic freedom as a foundational commitment, not a conditional privilege. It is a right grounded in internationally recognized principles, embedded in accreditation requirements, and essential to AIU's aspiration to become an institution of genuine academic distinction.

This policy aligns with the principles of the American Association of University Professors (AAUP), whose 1940 Statement of Principles on Academic Freedom and Tenure represents the global baseline for academic freedom at university level, that requires institutions to protect academic freedom through documented processes with real remedies. At the same time, this policy is grounded in AIU's specific context: a private Kuwaiti university operating under Kuwait law, serving a diverse student community, and pursuing accreditation as a mark of genuine educational quality.

Academic freedom at AIU is not unlimited. It exists within a framework of professional responsibility, ethical conduct, Kuwait law, and the rights and dignity of all members of the university community. This policy articulates both the rights that academic freedom confers and the responsibilities it carries, because the two are inseparable. Academic freedom without responsibility is not scholarship; it is license. Responsibility without academic freedom is not education; it is conformity.

Scope

This policy applies to all faculty members, researchers, academic administrators, visiting scholars, instructional personnel, and students engaged in teaching, learning, research, scholarship, creative activity, or academic governance at AIU. It applies to all academic activities conducted on AIU's campus and under AIU's auspices, including off-campus research, fieldwork, conference presentations, and online teaching. It governs academic freedom in matters relating to instruction, curriculum delivery, research, publication, professional expression, institutional service, faculty governance, and participation in scholarly and public discourse.

Nothing in this policy exempts any individual from compliance with the laws and regulations of the State of Kuwait, applicable professional and ethical standards, accreditation requirements, or University policies adopted in furtherance of the University's educational mission.

Purpose

The purposes of this policy are to:

- Affirm AIU's commitment to academic freedom as a foundational principle of the institution's educational and scholarly mission
- Define the scope of academic freedom for faculty, researchers, academic administrators, and students, specifying the rights each group holds and the responsibilities that accompany those rights

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- Specify the activities that are protected under this policy and the conduct that falls outside the policy's protections
- Establish the prohibition on retaliation against any person for exercising rights protected under this policy
- Affirm AIU's institutional autonomy in making academic decisions based on academic judgment rather than inappropriate external influence
- Establish the complaint and review process through which alleged violations of academic freedom are examined fairly and resolved with real remedies where violations are confirmed
- Demonstrate compliance with academic freedom and due process protections, institutional integrity, educational objectives advanced through free inquiry, and faculty authority over academic matters)

Definitions and Abbreviations

Academic Freedom: The right of faculty, researchers, and students to pursue, conduct, teach, and communicate knowledge according to their professional judgment, free from institutional censorship, retaliation, or improper external interference, within the framework of professional responsibility and applicable law.

Institutional Academic Freedom: The right and responsibility of AIU as an institution to make academic decisions, concerning curriculum, faculty qualifications, research priorities, academic standards, and educational quality, on the basis of academic judgment and established governance processes rather than inappropriate external influence, including from the ownership group.

Academic Responsibility: The professional, ethical, and legal obligations that accompany the exercise of academic freedom, including compliance with disciplinary standards, research ethics, institutional policies, and applicable law.

Retaliation: Any adverse action, including disciplinary action, non-renewal, reduced assignment, exclusion from governance, negative evaluation, or any other disadvantageous treatment, taken against a person because they exercised rights protected under this policy or participated in good faith in an academic freedom complaint process.

Protected Activity: Any exercise of the rights defined in this policy — including teaching, research, scholarly publication, public expression as a private citizen, faculty governance participation, and the reporting of suspected academic freedom violations.

Academic Freedom Violation: An institutional action that disciplines, disadvantages, or threatens a covered person on the basis of the protected content of their teaching or research, their participation in faculty governance, or their exercise of rights defined in this policy, in contravention of this policy's protections.

AAUP: American Association of University Professors, the primary international professional body whose statements on academic freedom, particularly the 1940 Statement of Principles on Academic Freedom and Tenure, define the internationally recognized baseline for academic freedom at universities.

Review Panel: The body established under Article 7 to investigate formal academic freedom complaints: a subcommittee of the Faculty Council Faculty Affairs Committee comprising three voting faculty members with no connection to the matter, convened for the specific complaint.

Complainant: A person who submits a complaint alleging a violation of their academic freedom under this policy.

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Respondent: The individual or administrative body whose action is alleged to constitute an academic freedom violation.

Policy

Article 1: Scope of Academic Freedom - Rights and Responsibilities

The following matrix defines the academic freedom rights and the accompanying professional responsibilities of each category of person covered by this policy. Rights and responsibilities are not in opposition, they define together what genuine academic freedom means in practice.

Who	Protected Rights	Accompanying Responsibilities
Faculty	Teach subject matter according to professional judgment within the approved curriculum; conduct and publish research on chosen topics consistent with ethical standards; express opinions publicly including critical views of institutional policies without institutional retaliation; participate in faculty governance without negative employment consequences; disseminate scholarly and creative work through publication, conference presentation, or other professional channels	Meet the ethical and professional standards of the relevant academic discipline; distinguish clearly between personal opinion and established knowledge in the classroom; fulfil assigned teaching, research, and service obligations; present course material consistent with disciplinary standards and course learning outcomes; clarify when speaking as a private citizen rather than on behalf of the University
Researchers	Pursue, conduct, publish, present, and disseminate scholarly and creative work; explore research topics of professional choosing consistent with ethical, legal, safety, and professional standards; collaborate with external partners and publish findings without institutional pre-censorship	Comply with ethical review requirements; observe research integrity standards; disclose conflicts of interest; ensure research involving human subjects or animals has appropriate institutional approval; comply with grant terms and institutional research policies

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Academic Administrators	Retain academic freedom in their scholarly and professional activities; express professional academic judgments within their administrative role; participate in governance without adverse personal consequence; provide honest academic assessments in accreditation and review processes	Ensure compliance with institutional policies, accreditation requirements, and applicable laws and regulations within their administrative responsibilities; maintain the conditions for academic freedom for those they supervise; not use administrative authority to suppress dissenting academic views
Students	Engage in reasoned inquiry, evidence-based discussion, respectful debate, and the exploration of diverse perspectives consistent with course objectives; question faculty and institutional perspectives through appropriate academic channels; participate in student governance	Comply with course requirements and academic integrity standards; engage with course material in a manner consistent with the University's academic standards; exercise the right to inquiry respectfully and in compliance with University policies and applicable law
Visiting Scholars	Exercise academic freedom in their scholarly activities at AIU equivalent to that of regular faculty for the duration of their engagement	Comply with AIU's academic integrity, research, and ethical conduct standards for the duration of their engagement; abide by all applicable Kuwait laws and regulations

The right to teach according to professional judgment does not exempt faculty from: designing courses consistent with approved learning outcomes; using pedagogical methods appropriate to the discipline; treating students with respect; or complying with AIU's academic quality standards. Academic freedom in teaching is the freedom to determine how and what to teach within the framework of an approved course, not the freedom to ignore course obligations or treat students arbitrarily.

The right to conduct and publish research does not exempt researchers from: obtaining required institutional approvals (IRB, animal welfare, biosafety, etc.); complying with grant terms; maintaining research data honestly; disclosing conflicts of interest; and complying with publication ethics standards. Academic freedom in research is the freedom to choose topics and methods and to report findings honestly, not the freedom to bypass ethical oversight.

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Article 2: Academic Responsibility

The following responsibilities apply to all persons exercising academic freedom at AIU:

- Meet the ethical and professional standards of the relevant academic discipline in all teaching, research, and scholarly activities.
- Distinguish clearly between personal opinion and established knowledge in the classroom. When presenting material that reflects a contested empirical or normative position, faculty identify it as such and provide students with exposure to alternative scholarly perspectives.
- Fulfil all assigned teaching, research, and service obligations as specified in the employment contract, workload policy, and relevant faculty policies. Academic freedom does not justify neglect of contractual duties.
- Present course material in a manner consistent with disciplinary standards and course learning outcomes, avoiding the persistent introduction of material unrelated to the course subject matter in a way that defeats the course's educational purpose.
- When speaking publicly as a private citizen, through media, social media, public events, or any non-AIU channel, make reasonable efforts to clarify that personal views are not being expressed on behalf of AIU, unless specifically authorized to speak for the institution.
- Exercise appropriate professional restraint in public expression, consistent with the AAUP principle that the special position of the university teacher in the community imposes special obligations to exercise care and judgment proportionate to the influence academic credentials confer.
- Engage in scholarly discourse and classroom discussion with intellectual honesty, openness to evidence, and respect for the dignity and safety of all participants.

Article 3: Institutional Academic Freedom

AIU maintains the institutional autonomy necessary to fulfil its educational mission and to protect the conditions in which academic freedom can be exercised. This institutional dimension of academic freedom means that:

- Academic decisions concerning curriculum, educational quality, research priorities, faculty qualifications, academic standards, and scholarly activities are based primarily on academic judgment exercised through established governance processes, not on the preferences of the ownership group, donors, commercial partners, or any external party.
- The Faculty Council, as AIU's primary academic governance body, holds genuine binding authority over curriculum, academic standards, and related academic matters as defined in FAC-001. The exercise of this authority is an expression of institutional academic freedom — it is the mechanism through which academic decisions are insulated from inappropriate non-academic influence.
- The President and the Board of Trustees respect the primacy of academic judgment in matters within the Faculty Council's binding jurisdiction. Where the President declines a Faculty Council recommendation in binding jurisdiction matters, the grounds are documented in writing and

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reported to the Board Academic Affairs Committee as specified in FAC-001 and ACA-001. This transparency requirement is itself a protection for institutional academic freedom.

- d. External bodies, including government agencies, regulatory authorities, commercial partners, and members of the ownership group, may not direct academic decisions about curriculum content, faculty appointment, research topics, or student assessment through informal pressure, commercial conditions, or governance authority not established in AIU's formal governance documents.

Article 4: Protected Activities

The following activities are expressly protected under this policy. No person covered by this policy may be subjected to retaliation, discipline, adverse employment action, or any other disadvantageous treatment for engaging in these activities:

Protected Activity	Examples and Clarification
Teaching and curriculum delivery	Selecting instructional methods appropriate to the subject; assigning readings consistent with scholarly standards; addressing controversial topics with intellectual rigor; giving grades that honestly reflect student performance
Research, scholarship, and creative activity	Choosing research questions; selecting research methodology; reporting findings honestly regardless of outcome; publishing in peer-reviewed venues; presenting at academic conferences
Public expression as a private citizen	Publishing opinion articles or letters; speaking at public forums; participating in professional association activities; commenting on public affairs on personal platforms provided it is clear the individual is not speaking on behalf of AIU
Participation in faculty and academic governance	Serving on Faculty Council; serving on institutional committees; participating in accreditation activities; providing honest assessments in program review, self-study, or peer review processes

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Expression of professional academic judgments	Advising students honestly on academic matters; providing honest performance evaluations of colleagues; offering critical assessments of curriculum or institutional practices through appropriate governance channels
Participation in accreditation and institutional review	Providing honest evidence and testimony in reviews, site visits, program reviews, and institutional self-studies; raising concerns about institutional compliance in appropriate forums
Raising concerns about academic freedom violations	Reporting a suspected academic freedom violation through the complaint process in this policy; supporting a colleague who has filed an academic freedom complaint; providing evidence in an academic freedom investigation

The fact that a protected activity is controversial, uncomfortable for some members of the university community, or contrary to the views of institutional leadership does not remove the protection. The protection exists precisely because academic inquiry must be able to challenge existing views, including institutional ones, without penalty.

Article 5: Conduct Not Protected by This Policy

Academic freedom is a defined right, not a blanket immunity. The following conduct is not protected by this policy and remains subject to applicable disciplinary, legal, and professional consequences:

Conduct NOT Protected by This Policy	Explanation
Conduct that violates Kuwait law	Academic freedom does not exempt anyone from compliance with the laws and regulations of the State of Kuwait
Discrimination and harassment	Academic freedom does not justify conduct that discriminates against or harasses students, colleagues, or staff on any prohibited ground

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Academic misconduct and research fraud	Academic freedom does not protect plagiarism, fabrication, falsification, or other research integrity violations
Defamation and false statements of fact	Academic freedom protects opinion and scholarly argument but does not protect knowingly false statements of fact that damage a person's reputation
Threats and intimidation	Academic freedom does not protect threatening language or conduct toward any member of the university community
Persistent deviation from course content	Academic freedom does not protect the persistent introduction of material unrelated to the course subject matter in a manner that defeats the course's educational purpose
Conduct that materially disrupts institutional operations	Academic freedom does not protect conduct that materially interferes with AIU's educational mission, operations, or the rights of other members of the academic community
Violations of research ethics requirements	Academic freedom does not exempt research from compliance with IRB requirements, grant terms, safety regulations, or professional ethical standards

Where a dispute arises about whether specific conduct is or is not protected by this policy, the ambiguity is resolved in favor of protection pending a full review. The burden of demonstrating that conduct falls outside the policy's protections lies with the party asserting that the conduct is unprotected, not with the person claiming protection.

Article 6: Protections - Non-Retaliation and Due Process

1. Non-Retaliation

No member of the academic community covered by this policy shall be subject to retaliation for exercising any right protected under this policy. Retaliation is an independent violation of this policy, regardless of whether the original exercise of academic freedom was itself found to be appropriate. The following specific employment actions are prohibited where taken as retaliation for protected activity:

- Disciplinary action

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- Termination or non-renewal of appointment
- Reduction in salary, benefits, or rank
- Reduction or adverse change in teaching assignment, research support, or office space
- Exclusion from governance activities, committees, or academic programs
- Negative evaluation that is not based on academic performance criteria
- Public statements by institutional representatives that demean, disparage, or discredit the person for their protected activity
- Any other action that a reasonable person in the complainant's position would regard as a meaningful disadvantage arising from their exercise of protected rights

Any person who believes they have been retaliated against for exercising rights under this policy may file an academic freedom complaint under Article 7, specifying the retaliation as the violation. Retaliation complaints are investigated through the same process as substantive academic freedom complaints.

2. Due Process for Alleged Violations Affecting Faculty Employment

No faculty member shall be subject to disciplinary action, non-renewal, or adverse employment action on the basis of the content of their protected academic activities without due process. Due process in this context means:

- Written notice of the specific concern or proposed action and its basis, at least 15 working days before any formal decision
- Access to all information that will be used in support of the proposed action
- A genuine opportunity to respond in writing and, where the matter reaches the Faculty Grievance Committee, in person before a faculty-majority hearing body
- A written decision with stated reasons
- The right to appeal under FAC-002 (Faculty Grievance and Due Process Policy)

Where the alleged academic freedom violation is connected to a FAC-002 grievance proceeding, the academic freedom aspect of the matter is reviewed through the Academic Freedom Track of FAC-002 with enhanced due process as specified in that policy. This policy's complaint process (Article 7) is an alternative pathway for persons who wish to raise an academic freedom concern independently of a general employment grievance.

3. Student Academic Freedom Protections

Students have the right to engage in reasoned inquiry, evidence-based discussion, respectful debate, and the exploration of diverse perspectives in their academic work. The following protections apply to students:

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- a. A student's academic grade may not be adversely affected by the student's expression of viewpoints that differ from the faculty member's own, provided the student's work meets the academic standards of the course.
- b. A student may not be penalized for raising a good-faith academic freedom concern about a course or instructor through the University's established channels.
- c. Students are encouraged to engage critically with course material and to question received wisdom through the conventions of scholarly inquiry this is a protected exercise of academic freedom in the student role.

Student academic freedom complaints are raised through the academic freedom complaint process in Article 7, adapted as appropriate to the student context.

Article 7: Academic Freedom Complaints - Review Process

AIU provides a formal, documented, and impartial process for raising and resolving academic freedom complaints. The process is designed to be genuinely accessible, not procedurally burdensome to the point of discouraging the filing of legitimate concerns, while ensuring that all parties receive fair treatment.

1. Informal Resolution

Where a person believes their academic freedom has been infringed, informal resolution is encouraged as the first step. Informal resolution may involve: a direct conversation between the complainant and the person whose action is alleged to constitute a violation; facilitated dialogue through the relevant Dean or Department Chair; or mediation through the VPAA's office. Informal resolution is entirely voluntary, no person may be required to attempt informal resolution before filing a formal complaint, and pursuing informal resolution does not waive the right to file a formal complaint or affect the filing deadline.

2. Formal Complaint

A formal academic freedom complaint is submitted in writing to the VPAA. The complaint must:

- a. Identify the complainant and the respondent
- b. Describe the specific action alleged to constitute an academic freedom violation, with dates and relevant context
- c. Explain why the conduct falls within the definition of an academic freedom violation under this policy
- d. Specify the remedy sought
- e. Include any supporting documentation available at the time of filing

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The complaint must be filed within 40 working days of the alleged violation, or within 15 working days of the close of a failed informal resolution attempt. The VPAA may extend the filing deadline where the complainant demonstrates that the violation was not discoverable within the standard period.

3. Review Panel

The complaint is investigated by an Academic Freedom Review Panel constituted from the Faculty Council's Faculty Affairs Committee, three voting faculty members appointed by the Faculty Council Chair for each specific complaint, with no personal connection to either party. The VPAA serves as a non-voting administrative resource to the panel. The Review Panel has authority to:

- f. Review all submitted documentation
- g. Interview both parties and any relevant witnesses
- h. Request additional documentation from any party
- i. Consult with subject matter experts where the academic freedom question involves specialized disciplinary standards

4. Complaint Resolution Timeline

The following timeline governs the complaint process. Timelines are binding on all parties. Extensions require VPAA authorization with documented grounds:

Step	Timeline	Responsible Party
Informal resolution attempt (optional but encouraged)	Within 20 working days of the alleged violation	Complainant and relevant administrator
Formal complaint submitted in writing to VPAA	Within 40 working days of alleged violation (or 15 working days after failed informal attempt)	Complainant
VPAA acknowledges receipt and confirms completeness	Within 3 working days of submission	VPAA
Respondent notified; written response invited	Within 5 working days of VPAA acknowledgement	VPAA

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Respondent submits written response	Within 10 working days of notification	Respondent
Faculty Council Academic Freedom Review Panel convened	Within 10 working days of receiving respondent response	Faculty Council Chair
Review Panel investigation — document review, interviews, additional evidence	Within 20 working days of panel convening	Review Panel
Review Panel written findings and recommendations issued	Within 10 working days of closing investigation	Review Panel
Findings transmitted to President through VPAA	Within 3 working days of completion	Faculty Council Chair / VPAA
Presidential determination — written response to each finding	Within 20 working days of receiving findings	President
Appeal to Board Academic Affairs Committee (where Presidential determination rejects panel findings on confirmed violation)	Within 15 working days of Presidential determination	Complainant
Board Academic Affairs Committee determination (final)	Within 30 working days of appeal	Board Academic Affairs Committee

5. Remedies

Where the Review Panel finds that an academic freedom violation occurred and the President confirms the finding, available remedies include:

- Reversal of the adverse employment action that constituted the violation
- Reinstatement where the violation resulted in dismissal or non-renewal
- A formal institutional acknowledgement of the violation, where appropriate
- Mandatory training for the respondent on academic freedom obligations

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- Monitoring of the respondent's subsequent conduct with respect to academic freedom for a defined period
- Other remedies appropriate to the specific nature of the violation, as recommended by the Review Panel

Remedies are implemented by the President within 20 working days of the Presidential determination confirming the finding. Implementation is monitored by the VPAA, who reports to the Faculty Council Chair within 45 working days on whether required remedies have been carried out.

6. Records

All academic freedom complaint records, including the complaint, the respondent's response, investigation records, panel findings, Presidential determination, and implementation documentation, are retained for a minimum of 10 years. Records are available for review, institutional audit, and legal compliance purposes.

Article 8: Continued Employment and Academic Freedom

AIU recognizes that the relationship between continued employment and academic freedom is foundational in higher education. The right to continued employment absent just cause, provides the structural security without which academic freedom can become practically unenforceable: a faculty member who knows that their appointment is annually renewable at will cannot exercise academic freedom with the confidence the right requires.

This Academic Freedom Policy establishes that:

- a. Non-renewal of a faculty appointment may not be based on the content of the faculty member's protected academic activities. Non-renewal decisions must be based on documented performance criteria, program need, or financial exigency, not on the exercise of academic freedom.
- b. The Faculty Council has binding authority over the development of faculty qualification standards under FAC-001.
- c. The due process protections of FAC-002 (Faculty Grievance Policy) apply to all non-renewal decisions and provide the mechanism through which a faculty member may challenge a non-renewal that they believe was motivated by the content of their protected activities.

Article 9: Modifications to This Policy

This policy may be modified only through the standard academic policy development process defined in ACA-001, which requires Faculty Council review and recommendation. No modification may reduce the scope of academic freedom protections below the minimum required or below the baseline established by the AAUP 1940 Statement of Principles on Academic Freedom and Tenure.

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Any modification that purports to restrict the scope of protected activities, narrow the definition of retaliation, reduce the remedies available for confirmed violations, or eliminate the Review Panel's independence requires full Board approval in addition to Presidential approval. The Board Academic Affairs Committee reviews all proposed modifications before they reach the Board for approval.

Article 10: Relationship to Other Policies

This policy is part of an integrated governance framework. Its relationship to other policies is as follows:

- ACA-001 (Academic Policies and Procedures): governs the development and approval of this policy and all academic policies, including the process for any future modification of this policy
- FAC-001 (Faculty Council Charter): establishes the Faculty Council as the binding governance body for academic standards and the source of Review Panel membership under Article 7 of this policy
- FAC-002 (Faculty Grievance and Due Process Policy): governs the Academic Freedom Track for grievances connected to employment actions; this policy's complaint process and FAC-002's Academic Freedom Track are complementary alternative pathways
- FAC-004 (Faculty Professional Ethics Policy): governs faculty professional conduct obligations; academic freedom does not exempt faculty from professional ethics standards
- GOV-001 (Board of Trustees Charter): establishes the Board's authority
- GOV-003 (Whistleblower Protection Policy): provides additional protections for persons who report institutional misconduct in connection with or separate from an academic freedom complaint
- GOV-002 (Institutional Conflict of Interest Policy): governs conflicts of interest including those that may arise in academic peer review and faculty governance activities

Procedures

Filing and Processing a Formal Academic Freedom Complaint

1. The complainant prepares a written complaint including all elements required under Article 7.2 and submits it by institutional email to the VPAA's office. The submission is date-stamped on receipt.
2. The VPAA acknowledges receipt within three working days and confirms whether the complaint is complete. An incomplete complaint is returned with a description of what is missing; the complainant has five working days to complete it without affecting the original filing date.
3. The VPAA notifies the Respondent within five working days of acknowledging receipt, provides a copy of the complaint, and invites a written response within 10 working days.
4. The VPAA notifies the Faculty Council Chair that a complaint has been filed and that a Review Panel is required. The Faculty Council Chair appoints three panel members from the Faculty Affairs Committee within five working days, confirming that no panel member has a conflict of interest with either party.
5. The Review Panel is constituted and the VPAA provides all submitted materials to panel members within three working days of panel appointment.

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Review Panel Investigation and Findings

1. The Review Panel Chair convenes the panel within five working days of constitution. The panel reviews all submitted materials and prepares an investigation plan specifying the parties to be interviewed, the additional documentation to be requested, and the timeline.
2. The panel conducts interviews with both parties and relevant witnesses over a maximum period of 20 working days. Interviews are documented. Both parties may submit additional evidence up to five working days before the panel closes its investigation.
3. The panel deliberates in private and adopts its written findings and recommendations by majority vote. The findings document: the facts established; whether a violation of this policy occurred and the specific provision violated; the remedy recommended; and the vote count. Dissenting views are included where panel members request.
4. The findings are transmitted to the VPAA within 10 working days of closing the investigation. The VPAA forwards them to the President and simultaneously provides copies to both parties.
5. The President issues a written determination addressing each finding within 20 working days. Where the President confirms a finding of violation, the determination specifies the remedy to be implemented and the timeline. Where the President rejects a finding, the grounds are documented in detail. The determination is communicated simultaneously to both parties, the VPAA, and the Faculty Council Chair.

Appeal to Board Academic Affairs Committee

1. Where the President's determination rejects a Review Panel finding of violation, the Complainant may appeal in writing to the Board Academic Affairs Committee Chair within 15 working days of the Presidential determination.
2. The appeal must specify: the finding(s) the President rejected; the grounds for the appeal (incorrect factual finding; inadequate Presidential justification; or new material evidence not available during the investigation); and the remedy sought.
3. The Board Academic Affairs Committee reviews the appeal not as a de novo investigation but as a review of whether the process was fair and the Presidential determination was adequately justified and issues a written determination within 30 working days of receiving the appeal.
4. The Committee's determination is final. It is communicated in writing to both parties, the President, the VPAA, and the Faculty Council Chair. Where the Committee's determination confirms a violation and orders a remedy, implementation is monitored by the VPAA within 30 working days.

Board Chair Signature	Signature: _____ Date: _____
President Signature	Signature: _____ Date: _____