Academic Freedom Policy

1. Purpose

The purpose of this policy is to protect the right of every member of the academic staff to engage in research, teaching, and structured dialogue within a neutral environment. These freedoms apply equally to all academic ranks, including teaching assistants, assistant lecturers, lecturers, associate professors, and professors, regardless of seniority, tenure, or contract type (full-time, part-time, or visiting). By explicitly safeguarding both junior and senior academics across both their research and teaching responsibilities, the Academy ensures an open, independent, and transparent space for critical inquiry, objective analysis, and the exchange of diverse viewpoints within the limits of the law.

2. Scope

This policy applies universally to all academic faculty members, researchers, undergraduate and postgraduate students, and administrative or decision-making bodies integrated within the academic governance framework of AASTMT.

3. Policy Statement

Academic staff of all ranks are free to choose their research topics and methods, to publish their findings, and to speak publicly about their area of expertise. Also, assessments, performance evaluations, and institutional standing shall remain entirely uninfluenced by personal beliefs, ideological stances, or political and religious affiliations.

4. Institutional Principles of Academic Freedom

- **Legal Protection of Expression:** Ensuring that academic staff and students retain the freedom within the boundaries of the law to hold and express distinct opinions, develop innovative concepts, advance proposals, and present diverse perspectives without risk of administrative reprisal, loss of privileges, or termination of employment.
- **Non-Discrimination and Institutional Autonomy:** Enabling academic teaching staff and faculty to execute their core institutional functions free from discrimination, arbitrary suppression, or external hindrance.
- **Resource and Pedagogical Management:** Permitting academic staff to manage their intellectual and instructional activities resourcefully and to conduct teaching without unauthorized intrusion, subject to accepted professional benchmarks and standardized methods of instruction.

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- **Equitable Learning Environment:** Safeguarding an effective, secure, harmless, and supportive learning milieu, while fostering equity, objectivity, and mutual respect across all instructor-student dynamics.
- **Maintenance of Quality and Academic Standards:** Preserving rigorous institutional standards by granting academic staff the necessary autonomy to determine the specific pedagogical approaches and methodologies best suited for the courses for which they bear responsibility.
- **Freedom in teaching tools:** Academic staff of all ranks, junior and senior, are free to choose teaching methods, materials, examples and assessment approaches for the courses they teach, within the approved course specification and programme learning outcomes.

6. Institutional Responsibilities

6.1 Teaching and Research Obligations

Faculty members bear a strict professional obligation to fulfill their designated teaching and research mandates. They are expected to continuously enhance their scholarly competencies, adhering to rigorous standards of institutional self-discipline and objective professional judgment in the transmission of knowledge. Faculty members must ensure complete delivery of authorized course syllabi and proactively cultivate core values centered on the rule of law, human liberty, mutual respect, and absolute tolerance toward individuals holding diverse faiths, creeds, cultural beliefs, and viewpoints.

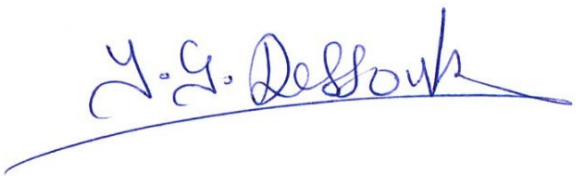
6.2 Student Entitlements and Protections

Students are entitled to objective, impartial, and equitable treatment within a secure academic environment grounded in mutual respect and professional boundary structures. Faculty members are strictly prohibited from refusing instruction or mentoring to any student on the grounds of race, color, creed, gender, religion, or personal belief systems. Academic evaluations and student grading frameworks must accurately and transparently reflect the student's true academic performance. Concurrently, the institution guarantees the continuous provision of modern, effective, and verified pedagogical frameworks to support student success.

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7. Protection and Complaints

Any member of staff who believes their academic freedom has been infringed may submit a complaint to the Dean of Faculty Affairs. Complaints are reviewed within 30 working days, and no person will suffer any penalty for raising a complaint in good faith.

Document control	
Policy title:	Academic Freedom Policy
Version:	4
Last Review Date:	2026
Next review date:	2027
Policy owner:	SDG committee
Summary of Changes	- Changing the words in the “freedom in teaching tools” section - Adding the Academic Ranks in Purpose Section - Adding Section 7
Lead contact:	**Dean of Faculty Affairs**
Approval Signature	Dr. Yasser Gaber **Dean of Scientific Research and Innovation** 

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