

FREEDOM OF SPEECH POLICY

Policy Section:	Board & Governance	Effective Date:	May 31, 2023
Policy Owner:	President & CEO	Last Revised:	September 5, 2025,
Policy Administrator:	AVP Public Engagement	Review Scheduled:	Every 4 years
Approver:	Executive Committee		
The official controlled version of this document is held with the Legislative Compliance / Policy & Procedure Coordinator.			

A. POLICY STATEMENT

Keyano is a Comprehensive Community College within Alberta's public post-secondary education system. Academic freedom is a cornerstone of our institutional excellence. The College is committed to facilitating educational and scholarly inquiry, including the sharing and debating of ideas, through Freedom of Speech on its Campus and at College Events.

The College acknowledges that some individuals' words may give rise to negative emotions or reactions. The College will fully support legal authorities who prosecute or adjudicate any breaches of the Canadian Criminal Code or abrogation of the Canadian Charter of Rights and Freedoms, or they Alberta Human Rights Act, on Campus, at College Events or through the College's social media infrastructures.

To guard free speech, the College will be vigilant in identifying the criminal offences of advocating genocide against a group, the public incitement of hatred against a person or group, and the willful promotion of hatred on its Campus', at College Events or on the College's social media infrastructures.

1. GUIDING PRINCIPLES

- 1.1 On July 11, 2019, the Board of Governors of the College adopted principles in relation to Freedom of Speech and the University of Chicago's Statement on the Freedom of Expression (the "**Chicago Principles**"). The purpose of this Policy is to outline the College's position on free speech and to identify the rights and responsibilities of the College and the College Community with respect to Freedom of Speech on Campus or at College Events.
- 1.2 This Policy development included a review of existing free speech policies from Canadian colleges and universities, and the Provincial Government's commitment to protecting and promoting free speech as a fundamental tenet of the academic experience, as reflected in the Chicago Principles.

2. RIGHTS AND RESPONSIBILITIES

The following sets out the rights and responsibilities of the College and the College Community with respect to Freedom of Speech on Campus or at College Events:

- 2.1 The College will facilitate free and open inquiry in all educational and scholarly matters on Campus and at College Events. The College will provide the College Community the broadest possible latitude to speak, write, listen, challenge, and learn with respect to educational and scholarly inquiries on Campus and at College Events.
- 2.2 The College will not attempt to shield students enrolled in studies at the College from ideas or opinions that students disagree with or find offensive;
- 2.3 Members of the College Community have the right to criticize and question educational or scholarly views expressed on Campus or at College Events. However, they do not have the right to obstruct or interfere with other members' Freedom of Speech on Campus or at College Events. This includes preventing, or substantially impairing, a member's ability to be heard or cause the College to cancel an event because there is a credible threat to the safety or security of persons or property, in the opinion of College personnel or advisors, acting reasonably;
- 2.4 The College and the College Community will not suppress debate or deliberation about educational or scholarly matters on Campus or at the College, even if some individuals, or the majority, consider the ideas expressed to be offensive, unwise, immoral, or misguided;
- 2.5 The College may reasonably regulate the time, place, and manner of Expression of any member of the College Community to ensure such expression does not disrupt the ordinary activities of the College;
- 2.6 The College may restrict any College Community member's Expression that:
 - a. Violates provincial and federal laws;
 - b. Falsely defames an individual;
 - c. Constitutes a genuine threat or harassment; or
 - d. Unjustifiable invades substantial privacy and confidentiality of interests.

3. SCOPE

This Policy applies to all members of the College Community with respect to Freedom of Speech on Campus or at College Events.

This Policy does not apply to the rights, responsibilities and obligations of the College as stated in other College policies and procedures or the collective agreement between Keyano College and the Keyano College Faculty Association, regarding the College's commitment to academic freedom.

B. DEFINITIONS

(1)	Campus:	means all real property owned and under the operational control of the College.
(2)	College:	means Keyano College
(3)	College Community:	means faculty, staff, and students, contractors, consultants, and volunteers while they are engaged in activities related to their work, studies or contracts with the College. The College Community also includes visitors.
(4)	College Events:	means events on or off Campus, including virtual events, which are organized by the College and under the control of College employees.
(5)	Expression:	means communication of any idea, opinion, concept, data or other view.
(6)	Freedom of Speech:	means the free expression of ideas or perspectives through a variety of media including text, performance, images, or speech, either virtually or physically, by individuals or groups. Freedom of Speech does not include expression that violates provincial or federal laws, falsely defames an individual, constitutes a genuine threat or harassment or unjustifiably invades substantial privacy and confidentiality of interests.
(7)	Visitors:	means any individuals on Campus or at College Events who are not faculty, staff, students, contractors, consultants or volunteers engaged in activities related to their work, studies or contract with the College.

C. RELATED POLICIES

- Academic Freedom Policy
- Code of Conduct Policy
- Respectful Workplace Policy
- Safe Disclosure Policy
- Social Media Policy
- Communications Policy and Procedure

D. RELATED LEGISLATION

- *Access to Information Act (ATIA)*
- *Alberta Human Rights Act*
- *Protection of Privacy Act (POPA)*

E. RELATED DOCUMENTS

- Communications Procedure
- Safe Disclosure Procedure
- Social Media Procedure

F. REVISION HISTORY

Date (mm/dd/yyyy)	Description of Change	Sections	Person who Entered Revision (Position Title)	Person who Authorized Revision (Position Title)
05/31/2023	NEW	ALL	AVP People & Culture	Board of Governors
08/14/2025	Policy administrator, grammar, and relevant legislation/non material content updates (minor).	All	VP Academic & AVP Public Engagement Legislative Compliance / Policy & Procedure Coordinator	
09/05/2025	Minor edit; not impacting the content (non- material)	1	AVP Public Engagement	Executive Committee