



## Freedom of Expression Statement

### A. Definitions

<b>Freedom of expression</b>	The right to speak, write, listen, challenge and learn. This includes the freedom to express ideas that challenge or question tradition, conventional thought and/or ideologies.
<b>SAIT campus</b>	SAIT's main campus and all satellite campuses, including virtual/digital campuses.
<b>SAIT community</b>	SAIT's governors, employees, students, contractors, consultants, agents, and volunteers.

### B. Philosophy

SAIT recognizes that:

1. Freedom of expression creates and maintains opportunities for critical thought. SAIT is a place of free and open inquiry in all matters, and all members of the SAIT community are guaranteed the broadest possible latitude to speak, write, listen, challenge and learn.
2. SAIT does not attempt to shield members of its community from ideas or opinions with which they may disagree or which they may find controversial or offensive. Debate or deliberation may not be suppressed because the ideas put forward are thought by some, or even most, to be offensive, unwise, immoral or wrong-headed. It is for individuals, not SAIT, to make those judgments for themselves and to act not by seeking to suppress speech, but by openly and vigorously contesting the ideas they oppose.
3. Mutual respect and civility are valued, but do not constitute sufficient justification to limit freedom of expression.

### C. Governing Principles

1. This statement applies to all members of the SAIT community.
2. Freedom of expression is not an absolute right, but is subject to the following constraints and responsibilities:

- a) All members of the SAIT community have an obligation to use their freedom of expression in a responsible manner. This means that members of the SAIT community have the right to criticize and question other views expressed on the SAIT campus, but cannot obstruct or interfere with other members' freedom of expression. Members of the SAIT community also cannot engage in any action that demeans the freedom or dignity of other members of the SAIT community.
- b) Freedom of expression will be restricted where it:
  - i) Violates municipal, provincial or federal law,
  - ii) Defames an individual or constitutes a genuine threat or harassment that unjustifiably invades substantial privacy or confidentiality of interests,
  - iii) Violates SAIT's policies and procedures, including but not limited to procedures [HR.4.10.1 Respectful Workplace and Learning Environment](#), [HS.1.2.1 Prevention of Violence](#), [AC.3.4.4 Student Non-Academic Conduct](#), [AD.2.11 Third-Party Advertising on Campus](#), and/or [AD.4.7.1 Use of SAIT's Facilities for Non-Academic Purposes](#),
  - iv) Breaches the terms of SAIT's employment and collective agreements,
  - v) Is incompatible with or disrupts SAIT's functioning as a polytechnic institution, and/or
  - vi) Endangers the safety of others.
3. Members of the SAIT community are free to act and speak in their capacity as public citizens without institutional censorship and/or reprisal, subject to the constraints and responsibilities inherent in freedom of expression set out in this statement. They must, however, avoid creating the impression that they speak for SAIT, unless SAIT has expressly delegated them that responsibility.
4. Freedom of expression does not relieve members of the SAIT community from their obligations or duties inherent in their roles at SAIT.
5. Freedom of expression does not imply rights greater than those granted by applicable laws and regulations.
6. SAIT is not accountable for infringements of freedom of expression originating beyond SAIT's control, including but not limited to legislation. SAIT is also not accountable for infringements of freedom of expression by members of the SAIT community that occur without SAIT's knowledge and express or implied concurrence.
7. While all members of the SAIT community have the right to freedom of expression, this does not imply that SAIT endorses the views and opinions that are expressed.