

<b>Section</b>	University Management
<b>Contact</b>	Provost
<b>Last Review</b>	September 2023
<b>Next Review</b>	September 2026
<b>Approval</b>	C23/103
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## Purpose

Fundamental to delivering on our mission as academic and professional staff at Massey University Te Kunenga ki P Ìrehuroa is a commitment to the values of academic freedom, in the context of the freedom of speech, and the freedom of expression. These sit alongside our commitment to encourage and model respectful dialogue, and our belief that such exchanges should not silence, disparage, marginalise, stigmatise or incite hostility towards others, especially vulnerable groups with particular attention to those who have been subject to or disproportionately impacted by historical injustices.

At the heart of the tradition of a university are certain privileges and rights exercised by staff and students: the freedom of expression, the freedom of speech and the freedom to associate are central to academic inquiry, as is the free and frank exchange of ideas. As a university that encompasses a range of disciplines and approaches to teaching, learning and research, these freedoms are central to the university's mission and do not privilege one type of discipline or approach over another.

This policy defines the core principles of academic freedom, in the context of free speech/freedom of expression within the academy and at Massey University Te Kunenga ki P Ìrehuroa. It presents these principles as different, but complementary freedoms. It also outlines the responsibilities of staff and students, the obligations upon the University to protect academic and professional staff in exercising academic freedom, and the interdependencies and tensions with relevant legislation and Te Tiriti o Waitangi/the Treaty of Waitangi.

All staff and students should expect to safely exercise their work-related responsibilities regarding academic freedom at their place of employment, within a context of mana-enhancing civility and without fear of abuse, victimisation, and bullying. It is recognised too that all scholarly discourse in the context of the university is subject to critical examination and disagreement, and that such disagreement, in itself, does not constitute a breach of this policy, provided it is civil and respectful in its delivery and reasonably supported by existing scholarship or verifiable evidence.



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## Principles

This Policy is informed by the following principles:

- This Policy is not intended to create a culture of censorship at our university; rather, it seeks to create



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channels and mediums, including peer-rev





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Policy on Academic

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very different views.

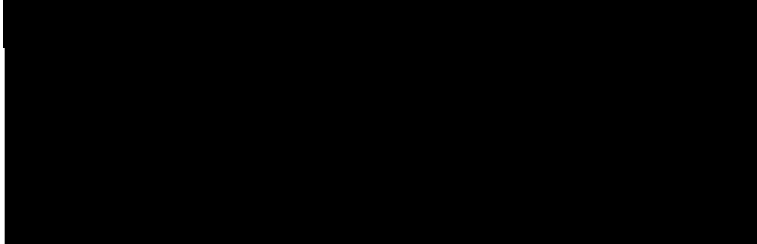
As an academic and professional community, we seek to affirm the dignity of our fellow human beings in a way that encourages the recognition of difference and enhances inclusiveness. In our interactions, we should model civility and permit a range of voices to be heard in a safe and respectful manner. This is especially relevant in our context where

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- x Human Rights Act 1993
  - x CRPD (The Convention on the Rights of Persons with Disabilities) 2006
  - x UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples), 2007
  - x Property Law Act 2007
  - x Harmful Digital Communications Act 2015
  - x Health and Safety at Work Act 2015
  - x Education and Training Act 2020

**Legal compliance:**

EXTERNAL SPEAKER GUIDELINES

Section	University Management
	

Purpose

Massey University Te Kunenga ki P Ìrehuroa has a legal duty to promote academic freedom, free speech/freedom of expression within the law. The university also has obligations under the Health and Safety at Work Act 2015 to ensure the physical and mental health and safety of students, staff and visitors.

The university’s Policy on Academic Freedom, Free Speech and Freedom of Expression (henceforth known as the Policy on Academic Freedom or ‘the Policy’), affirms the university’s commitment to promoting such freedoms within the law, as well as specifying the responsibilities of exercising these freedoms.

External speakers play a key role in the life of the university, providing staff and students with opportunities to access a broad range of views and beliefs and encouraging students to develop their own informed opinions. These External Speaker Guidelines (henceforth known as ‘the Guidelines’) provide guidance for staff and students at the university to ensure that external speakers who wish to speak on campus (including virtual platforms hosted or owned by the university) or who are invited to speak on campus are aware of the expectations regarding the promotion of academic freedom, free speech/freedom of expression, and that any speakers remain within the law.

These Guidelines apply to all external speakers who have been invited to speak on campus or have requested a university-owned and operated venue to deliver an event, as well as any event that utilises the university’s name away from the university and their Students’ Association premises. These Guidelines should be read in conjunction with the Policy, the Massey University Strategy 2022-2027, the Venue and Space Use Terms of Agreement and the Massey University Event Management Policy.

These Guidelines should therefore be considered by all staff and students at Massey University Te Kunenga ki P Ìrehuroa as well as external parties.

Staff and students have personal obligations under the Health and Safety at Work Act 2015 to take reasonable care for their own health and safety and to take reasonable care that their acts and omissions do not adversely affect the health and safety of other persons. Academic staff and students are expected to



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External Speaker Guidelines –

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