

### **3354-1-60-03.3 Faculty and Employee Speech Procedure**

- (A) Cuyahoga Community College (the “College”) recognizes a Faculty right to Academic Freedom in the discharge of their duties, to express their ideas, and challenge the ideas of others without fear of retribution. Academic freedom generally includes:
- (1) Freedom of research and publication: Faculty have freedom in their research and circulating published results.
  - (2) Freedom of teaching: faculty must be able to instruct students their research and the research of others in their profession in an atmosphere that, even if controversial, is educationally relevant and assist students in learning the subject.
  - (3) Freedom to participate in public debate: Faculty have a right to participate in public debate as provided in the College’s Freedom of Speech policy and procedure 3354:1-60-03, the First Amendment to the Constitution of the United States and the Ohio Constitution. Faculty may participate as private citizens in public forums and debates without fear of institutional discipline or restraint, provided the faculty member makes it is clear they are not acting on behalf of or speaking for the College. Faculty should remember that the public may judge their profession and the College by their speech and must make every effort to clarify when they are speaking for themselves individually, and when they are speaking for the institution.
- (B) Public Statements.
- (1) The College’s Integrated Communications Department is responsible for making public statements concerning the College’s official position on public issues pursuant to the Integrated Communications Policy 3354:1-50-03 and Media Relations Procedure.
  - (2) The College issues public statements via any form of communication from a College controlled resource such as email, website, social media feed, etc.
  - (3) Public statements are also characterized by:
    - The use of College resources such as an email system;
    - Identification of the speaker as a College employee; and/or
    - A clear connection between the subject matter of the statement and speaker’s role at the College.

(C) Private Speech and Public statements.

- (1) Faculty and Employees, like all members of the College community, enjoy First Amendment rights to speak as a private citizen and are subject to the College's Free Speech policy and procedure. Faculty and Employees must explicitly state that they are speaking for themselves as an individual and not on behalf of the College, and the views or sentiments expressed are not necessarily those held by the College whenever they make statements as a private citizen to any media outlets. Whenever possible, Faculty and Employees should attempt to have the media outlet memorialize in writing that they will not portray the Faculty or Employees, or their statements, as those of the College.
- (2) Faculty and Employees may not make public statements on behalf of the College without approval from the College's Integrated Communications Department. Faculty and Employees should notify their supervisor and consult with the Integrated Communications Department if they intend to make statements as a private citizen that could constitute a public statement.
- (3) Faculty and Employees who make public statements on behalf of the College without prior authorization may be subject to discipline consistent with the Employee Code of Conduct and any applicable collective bargaining agreements.

Effective date: March 28, 2024

Procedure Amplifies: 3354:1-60-03