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Freedom of Expression and Academic Freedom Policy

Scope

Applies to all learners and faculty when engaged in educational activities within the Mayo Clinic College of Medicine and Science.

Purpose

To communicate the Mayo Clinic College of Medicine and Science's (MCCMS) commitment to academic freedom and freedom of expression for all learners and faculty, with an expectation of mutual respect and absence of harassment, and while protecting the obligations, relationships, and reputation of Mayo Clinic by ensuring that only authorized individuals speak on behalf of the organization.

Policy

- MCCMS is committed to the free and open discussion of ideas in both medical and non-medical areas.
 - A professional and respectful exchange of views is integral to create a nurturing environment for learning, teaching, inquiry and research.
- MCCMS is committed to academic freedom, which includes the freedom to explore all avenues of scholarship, research, and creative expression, and to reach conclusions according to one's own scholarly discernment.
- MCCMS is committed to freedom of expression, which includes the right to discuss and present scholarly opinions and conclusions without fear of retribution or retaliation if those opinions and conclusions conflict with those of the faculty or institution.
- Learner and faculty freedom of expression comes with professional responsibilities.
 - Mutual respect is a fundamental principle of Mayo Clinic and all members of the community share the responsibility of cultivating and maintaining an environment of civility.
 - Learners and faculty have the responsibility to make clear when speaking on behalf of oneself, not the institution. Faculty, students and staff are not required to advocate for policies or positions that represent the consensus of Mayo Clinic in their publications or communications, but should make it clear that the views expressed are the individual's own views, and not the views of the MCCMS.
- MCCMS prohibits harassment in any form, as defined by Mayo policies.
 - MCCMS may restrict expression that violates the law or that is otherwise directly incompatible with Mayo Clinic values and policies.
- Each faculty member has the right to teach in an atmosphere of free intellectual inquiry and will not be subjected to restraints or harassment that would impair teaching.
 - In the exercise of academic freedom, the faculty member may, without limitation, discuss his/her own subject in the classroom.
 - The faculty member may not, however, claim as a right the privilege of persistently discussing in the classroom any matter that has no relation to the course subject. There is an obligation to respect the dignity of others, and to acknowledge their right to express differing opinions expressed with intellectual honesty within the limits of mutual respect.
- A faculty member must follow course outlines as developed by and with colleagues in the department(s) in the setting of accreditation requirements.
- A faculty member is entitled to freedom in research and in the publication of the results.
- Nothing in this policy prevents MCCMS from regulating speech or activity as allowed by law.

Policy Notes

N/A

Related Procedures

N/A

Related Documents

N/A

Definitions

Learner: an individual enrolled in the Mayo Clinic School of Health Sciences (MCSHS), Mayo Clinic Graduate School of Biomedical Science (MCGSBS), Mayo Clinic School of Medicine (MCSOM), or Mayo Clinic School of Graduate Medical Education (MCSGME).

References

N/A

Owner

David Dahlen

Contact

David Dahlen

Revision History

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09/28/2020	New policy.
06/01/2018	Approval for need to establish document: HLC Exec Group June 1, 2018

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