**Academic Freedom Policy**

This policy is current as of 1 January 2014 and will be reviewed at least annually by the Academic Board.

**Scope**

This policy is applicable to Kaplan Higher Education Pty Ltd, trading as Kaplan Online Higher Education.

**Academic Freedom Principles**

Kaplan will provide an environment that:

- preserves, defends and promotes the principles of academic freedom for staff and students
- encourages debate and expression of diverse opinions
- protects the right of staff and students to exercise academic freedom of expression and not be disadvantaged or subject to less favourable treatment by Kaplan for doing so.

**Application of Policy**

A key purpose for academic freedom is to service society's need for independent criticism and advice, and for a continual flow of new ideas. Members of the academic community, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognise this fundamental responsibility.

Kaplan endorses the concept of academic freedom and supports academic staff in their right to conduct scholarly interpretation and application of theories and ideas. All members of Kaplan teaching staff respect and promote an open, supportive academic culture and value the contributions and academic freedoms of their colleagues. They show respect for the opinions and dignity of others. They accept their share of responsibilities for the governance of the institution and commit to participating actively in those activities and decisions appropriate to their role and consistent with the principles of Kaplan as described herein.

Academic freedom includes:

- respect for the rights of others, including their academic freedom
- freedom to speak in a professional manner in the workplace
- freedom from personal force and violence
- freedom from harassment.

All members of staff shall maintain and promote these policies within Kaplan. Such academic freedom does not include the teaching of doctrines or propagandizing causes inconsistent with the stated purpose of Kaplan.

Kaplan encourages students to achieve their individual, educational, and career goals and to promote their scholarly understanding of themselves and the world in which they live.

Kaplan staff members encourage the free pursuit of learning in their students in the following ways:

- They hold before students the best scholarly standards of their discipline
They demonstrate respect for students as individuals
They adhere to their proper role as academic guides and counsellors
They make every reasonable effort to foster honest academic conduct
They ensure that their evaluations of students reflect their true merit
They respect the confidential nature of the relationship between teacher and student
They avoid even the appearance of exploitation of students for private advantage
They protect students' academic freedom.

Copyright
Kaplan Higher Education is a member of the Copyright Agency Limited (CAL) and also a member of Screenrights (for select businesses). The following is taken from the Copyright Agency web site:

Copyright is a law that applies to forms of expression or content such as text, images and music. It enables people who create and invest in content to manage how others use the content. Copyright applies to the content automatically; there is no requirement to register or go through any other formal process.

The purpose of copyright is to provide an environment that fosters the creation of new content for the benefit of society as a whole. It does this by:

- providing an incentive for the creation of new content, by enabling those who create and invest in new content to set the terms on which others can use the content. Those terms can (but may not) include payment.
- enabling reward to people who have created content that others find valuable, and lack the skill or time to produce for themselves.

In order to achieve its objectives, the copyright system treats different types of uses of content in different ways. Some uses require the permission (licence) of the copyright owner, enabling the copyright owner to set the terms of use. Some uses do not require permission, but do require fair payment under statutory licences. Some uses do not require permission or payment.

In general Kaplan applies a rule of allowing one chapter or 10% of a book to be copied for educational use. Staff should speak to the relevant librarian to confirm this. Where an item is not covered under the CAL license, Kaplan makes every effort to contact copyright owners and request permission for all copyright material reproduced. However, despite our best efforts, there may be instances where we have been unable to trace or contact copyright holders. If notified, Kaplan will ensure full acknowledgement of the use of copyright material.

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Responsible Officer
The responsible officer for the implementation and relevant training of this policy is the Vice President, Higher Education Australia.