



## Freedom of Expression Policy

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Everything we do at the College is centred around creating an exceptional learning environment for our students and working together to advance all aspects of the agriculture industry. As a post-secondary institution, we provide an environment where our faculty, staff, students, industry partners and Alberta's producers can explore the challenges facing our sector and together investigate solutions.

Olds College is proud of its long-standing and continuing commitment to protecting freedom of thought, belief, opinion, and expression, and the related freedoms of conscience, religion, association, and peaceful assembly, as enshrined in the Canadian Charter of Rights and Freedoms. This includes protection for the most vulnerable members of our community.

Olds College is a place of free and open inquiry in all matters. All members of the Olds College community are guaranteed the broadest possible latitude to speak, write, listen, challenge and learn. It is not the role of the College to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. Mutual respect and civility are valued and expected, but do not constitute sufficient justification to limit free speech. The College greatly values safety, inclusion and civility, and all members of the College community share in the responsibility for maintaining a climate of mutual respect. Concerns about civility and mutual respect will be carefully balanced against providing an environment where ideas are discussed, however offensive or disagreeable those ideas may be to some members of our community.

Members of the Olds College community have the right to criticize and question other views expressed on campus, but must not obstruct or otherwise interfere with others' freedom of expression. Instead of the institution, individuals should make their own judgements and challenge ideas they oppose, rather than acting to suppress free expression

Olds College may restrict freedom of expression that violates the law, that falsely defames a specific individual, that constitutes a genuine threat or harassment, that promotes hate speech, that unjustifiably invades substantial privacy or confidentiality interests, or that otherwise limits the effective functioning of the College. In addition, the College may reasonably regulate the time, place, and manner of expression to ensure that it does not disrupt the ordinary activities of the College.

Olds College shall apply the principles of freedom of expression consistently and without discriminatory or preferential treatment toward any individual or group. The fact that an individual or group is permitted or invited to carry on an expressive activity on campus does not mean that the views of that individual or group are representative of Olds College's views as an institution, or the views of its leadership.