

ACADEMIC FREEDOM STATEMENT

As an institution in the Seventh-day Adventist Christian tradition, California Preparatory College affirms the principle of academic freedom as being necessary in a democratic society. At California Preparatory College we believe that truth is infinite but that our grasp of truth is both finite and progressive. Therefore, we acknowledge that attempts to define truth may produce unresolved conflicts between alternate world views. To develop a student's desire to pursue truth and skill in discerning it, the College allows freedom of inquiry and dissent among its faculty and its students. Students may confront a diversity of epistemologies and theoretical perspectives that may either reinforce or challenge earlier views. Familiarity with the views of others, whether based on faith or based on atheistic scientific theory, is essential to a liberal education.

The College subscribes to principles that make possible the pursuit of truth that both upholds the college's founding beliefs and also explores ideas at variance with those beliefs. Faculty members are entitled to freedom in the instructional process in discussing their subject while keeping in mind not to introduce into his/her teaching controversial matter which has no relation to the subject at hand or which creates an intimidating, hostile or demeaning educational environment.

Faculty members have the responsibility to determine the content, pedagogy, methods of instruction, the selection, planning and presentation of course materials, and the fair and equitable methods of assessment in their assignment in accordance with the approved curriculum and course outline within the educational mission of the college.

The faculty member is both a citizen of a learned profession and a member of the faculty of an educational institution. When speaking or writing as a citizen, a faculty member should be free from institutional censorship or discipline, but the association with the College imposes a special obligation. Faculty should remember that the public may judge the profession and the institution by the utterances of its members. Thus, those statements should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.

The College aligns itself with the historic beliefs of the Seventh-Day Adventist Church as published in the Seventh-day Adventist Yearbook under the title "Fundamental Beliefs." Students, faculty, and staff will be fully informed about this distinctive worldview prior to their decision to affiliate with the College via the Student and Faculty Handbooks and the College's website. The College expects that faculty will not undermine these beliefs. Teachers who may hold views in conflict with these beliefs should first counsel with their peers prior to presenting their ideas to students or in public forums.

Should a faculty member advocate beliefs contrary to the beliefs of the Seventh-day Adventist church outside the functions of the institution, the College will regard the faculty member's expression of

opinion as that of a private citizen. As such, the expression of these beliefs cannot constitute grounds for dismissal unless such conduct otherwise demonstrates the faculty member's unfitness for his or her position.

In the practice of the academic vocation, complaints against faculty may be generated. Faculty shall be protected from any request to retract or modify their research, publication, or teaching merely because a complaint has been received. Only complaints alleging faculty violations of professional standards of the discipline or of advocating positions incompatible with the beliefs that are the foundation of the College's identity as a Christian university as stated above, and then only when the evidence supporting the allegation is substantial, shall be considered. Alleged violations of the academic freedom policy should be referred to the Academic Dean of the College. The Dean may recommend an action appropriate for the case at hand including counseling, disciplinary action, or termination of employment.

A faculty member who may not agree with the decision of the Academic Dean may pursue resolution through the existing faculty grievance procedure as articulated in the Faculty Handbook. The faculty member will have heightened faculty representation as the issue will be heard by a grievance committee of seven members, rather than five, with two additional faculty to be appointed to the committee by the aggrieved faculty member. The choice of the additional faculty members shall be at the aggrieved faculty's sole discretion, making the composition of the "Academic Freedom" grievance committee to be four College faculty and three staff. Faculty who choose to follow this grievance procedure and those participating in the grievance committee shall do so without danger of administrative reprisal or retaliation.