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## EM Normandie UK Limited

### Statement of Principles on Academic Freedom

<b>Location</b>	Oxford Campus, C/o Activate Learning, Jericho Building, Oxford OX1 1SA
<b>Monitoring</b>	The Principal, all Faculty members, contracted lecturers– all members of staff
<b>Overall responsibility</b>	Board of Directors
<b>Author</b>	Birgit Muller, Office Manager
<b>Created</b>	November 2020
<b>Last review date</b>	August 2025
<b>Nex review date</b>	August 2026 or as necessary

It is the intention of EM Normandie UK Limited to be open to people, places, methods and ideas.

*‘Universities play an important role in society as places of debate and discussion where ideas can be tested without fear of control, where students learn to challenge ideas and think for themselves, and where rationality underpins the pursuit of knowledge.’ (Universities UK 2011)*

The Education Reform Act 1988 requires (pre-1992) universities to ensure that

*‘academic staff have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges they may have at their institutions’*

All students, lecturers and other staff of EM Normandie UK Limited, including any persons employed from time to time to address students, lecturers or other members of staff, have freedom within the law to

- hold and express opinions,
- question and test established ideas or received wisdom,
- develop and advance new ideas or innovative proposals,
- present controversial or unpopular points of view.

In the exercise of this freedom, we acknowledge, that, as an organisation and in line with our mission statement, we have the responsibility to each other and to the wider society to

- value diversity and recognise that different people have different perspectives, ideas, knowledge and cultures and that these differences are important and beneficial,
- always treat others with courtesy and respect, challenge inequalities and anticipate and respond positively to each other’s different needs and circumstances,



UK

- respect the rights of individuals to hold different beliefs and views and to express them through appropriate contribution to discussion and academic debate,
- communicate in ways that are clear, relevant, respectful, accurate, timely and exemplified by transparency and constructive dialogue.

This means that we expect any member of the EM Normandie community as well as any visitors,

- to be academically rigorous, justify our views with evidence and academic argument, be willing to recognise the gaps and weaknesses in our own arguments,
- to make every reasonable effort to minimise the risks of any harm, either physical or psychological, to any person, institution or community in promoting our ideas,
- to ensure that any academic opinions and arguments respect the principles outlined in our '*Statement on Freedom of Speech*'. We will be aware that some academic opinions and arguments may cause offence to some people but that this is not, of itself, a sufficient reason not to express those opinions and arguments. We will, nevertheless, be sensitive to the views of others and we will not present or challenge views in a way that is hostile, disrespectful or degrading,
- not to promote extremist views or statements and views which can reasonably be interpreted as an attempt to incite hatred and violence, and/or ideological or active support of terrorism
- to respect the right of others to challenge our views, provided that this is done, based on accurate evidence, facts and reasonable argument and that it is done in a thoughtful manner and in the appropriate form,
- to always be careful to distinguish between our personal views and those of the EM Normandie UK Limited or any other person, group of people or organisation with which we may interact or be associated,
- to consider the legal implications of our actions and recognise that there may be consequences if we act in breach of the law,
- only to involve others with their express consent,
- to reflect upon and apply these principles in our teaching, research, study and debate,
- to be proactive in protecting academic freedom for us and for others and use it responsibly for the promotion of knowledge and understanding.



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## Annex 1 - Control table

Version	v1	Name	Role	Date
Created by :		Birgit Muller	Office Manager	Nov 2020
Approved by :		Miriam Schmidkonz, Principal		
Version	v2	Name	Role	Date
Amended by :		Birgit Muller	Office Manager	Feb 23
Changes approved by :		Miriam Schmidkonz, Principal		
Version	v3	Name	Role	Date
Amended by :		Shane de Fonseca	UK Head of QA & Accreditations	Aug 2024
		Reviewed, no changes		
Changes approved by :		Miriam Schmidkonz, Principal		
Version	v4	Name	Role	Date
Reviewed by :		Birgit Muller	Office Manager	Aug 2025
Changes approved by :		Miriam Schmidkonz, Principal		
Version	v	Name	Role	Date
Reviewed by :				
Approved by :				
Version	v	Name	Role	Date
Reviewed by :				
Changes approved by :				
Version	v	Name	Role	Date
Reviewed by :				
Changes approved by :				