



UK

## EM Normandie UK Limited

### Statement on Freedom of Speech

<b>Location</b>	Oxford Campus, C/o Activate Learning, Jericho Building, Oxford OX1 1SA
<b>Monitoring</b>	The Principal, all Faculty staff and 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>Next review date</b>	August 2026 or as necessary

#### Context

This Statement takes into account the specific legal responsibilities, as set out in Section 43 of the Education (No 2) Act 1986, the Equality Act 2010 and the Counterterrorism and Security Act 2015.

This Statement outlines the principles of free speech which apply to all members of staff of EM Normandie UK Ltd, all lecturers engaged on service contracts, all students connected to EM Normandie UK Ltd, as well as visiting speakers and other visitors.

1. EM Normandie UK Ltd is committed to the principle of freedom of speech within the law. Lecturers, other members of staff, students, guest speakers and other visitors have the right to freedom of speech and must be allowed to express their points of view without fear of intimidation but within the law. We expect all to exercise this right in a balanced manner, with respect and tolerance for other viewpoints and sensibilities, and an awareness for the need to maintain harmonious working relationships within the campus community.
2. No form of bullying, harassment or sexual harassment, intimidation, unlawful discrimination, incitement to violence and racial or religious hatred, or encouragement to offer ideological or practical support for terrorism, or to commit acts of terrorism, can be construed to be in line with the principles of free speech.
3. Where views expressed by speakers are known beforehand to be controversial, we reserve the right to invite others with opposing points of view to speak, in order to ensure that there is balance between a range of viewpoints.
4. EM Normandie UK Ltd endeavours to create an environment where all of its lecturers, other members of staff and students can participate fully, and where each feels confident and able to research, question and test received wisdom, and to express new ideas and controversial or unpopular opinions, without fear of isolation, marginalisation or discrimination.

5. Equally, EM Normandie UK Ltd expects its lecturers, other members of staff and students to receive and respond to, intellectual and ideological challenges in a constructive way.
6. In holding to these key principles, EM Normandie will take appropriate action to support members of the EM Normandie UK community whose freedom of speech is threatened.
7. EM Normandie UK Ltd reserves the right to refuse access to its premises or cancel an event if it has reasons to believe that a person intends, or that a meeting/lecture or any other form of gathering by whom it may be, is intended to
  - encourage unlawful discrimination against others on the grounds of religious belief, race, gender or sexual orientation or other legally protected characteristics
  - commit a breach of the peace
  - engage in or promote criminal activity or violence or against others
  - promote radicalisation or acts of terrorism.

#### 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 2023
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		
Approved by :		Miriam Schmidkonz, Principal		
Version		Name	Role	Date
Amended by :		Birgit Muller	Office Manager	Aug 2025
		Various changes to wording, add. of Prevent duties		
Changes approved by :		Miriam Schmidkonz, Principal		



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Version				
Amended by :				
Changes approved by :				