

Number:	ASA-414
Title:	Freedom of Expression
Person responsible for enforcement:	Vice-Rector, Academic and Research
Entered into force:	November 28, 2018
Approved:	November 28, 2018 by the Board of Governors <i>This document replaces all previous regulations on this subject.</i>
Exception:	No exception to this regulation without prior written authorization from the Board of Governors

In this document, the masculine form is used without prejudice and for conciseness purposes only.

1. Statement of principle

Freedom of expression is one of the values that define Saint Paul University. Indeed, the University encourages open dialogue enabling critical thought, supported by intellectual integrity and ethical judgment.

2. Regulation

On the basis of this statement of principle, no one is to suffer reprisal for expressing their opinions.

This freedom of expression is, however, governed by various University regulations and policies, as well as by municipal, provincial and federal regulations and laws.

In particular, the University expects everyone to:

- comply with all applicable regulations, policies and laws;
- communicate respectfully, without seeking to offend, humiliate or insult;
- refrain from uttering threats or attempting to intimidate others physically;
- refrain from intervening in an untimely manner, thereby disrupting or interrupting an activity and interfering with the freedom of expression of others.

3. Implementing rules

- 3.1 Any interference with freedom of expression should be reported to the Vice-Rector, Academic and Research, who will intervene if necessary.
- 3.2 In the event of non-compliance with this regulation, and keeping the safety of all concerned in mind at all times, the following approach is suggested:
 - a) Inform the person that their words or actions do not meet the University's criteria for freedom of expression.
 - b) If necessary, ask the person to retract their words or cease their actions immediately, failing which they should be asked to leave, with the assistance of Protection Services if necessary.
 - c) To avoid a recurrence of such events, it is recommended that incidents of this type be reported to the Vice-Rector, Academic and Research, who will intervene if necessary.