

V. Professional Concerns

A. Academic Freedom

IIT recognizes the importance of academic freedom for unhampered inquiry and exchange of ideas essential to the intellectual life of an institution of higher learning. Academic freedom is a right of every faculty member and every student. It implies the obligation to respect and to support the academic freedom of all other members of the university academic community. The responsibility for preserving academic freedom at IIT rests equally with the faculty and the administration. Academic freedom for the teacher implies the right to an unfettered search for truth and its exposition in his or her chosen field of expertise or scholarship. For the student, academic freedom implies the right to pursue programs of instruction of his or her own choosing at this or any other accredited institution within the standards and procedures governing academic programs at the respective institutions.

Specifically, the following principles of academic freedom contained within the American Association of University Professors' *1940 Statement of Principles* are endorsed by IIT:*

Institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher or the institution as a whole. The common good depends upon the free search for truth and its free exposition.

- a) *Teachers are entitled to full freedom in research and in the publications of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.*
- b) *Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of other aims of the institution shall be clearly stated in writing at the time of appointment.*
- c) *College or university teachers are citizens, members of a learned profession and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers they should remember that the public may judge their profession and their institution by their utterances. Hence, they 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.*

B. Policy Regarding Equal Opportunity in Education and Employment

It is, and shall continue to be, the policy of the university to provide equal employment opportunities to all employees and job applicants. This policy insures that applicants are employed and that employees are treated during employment without regard to their race, religion, gender, age, marital status, national origin, arrest record history, veteran status, sexual orientation, transgendered status, or disability. This

*Endorsement of the statement contained within the *1940 Statement of Principles* as set forth herein does not imply acceptance of any subsequent interpretations, amendments, or additions hereto.

policy shall apply, but not be limited to, the following employment practices: locating sources of qualified applicants; recruitment or recruitment advertising; hiring; upgrading; demotion; transfer; layoff; termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. In addition, reasonable accommodations will be provided to qualified individuals with disabilities.

It is the intention of IIT to act in accordance with all regulations of the federal, state, and local government with respect to providing equality of opportunity in employment and in education, insofar as those regulations may pertain to IIT. IIT prohibits and will act to eliminate unlawful discrimination.

Any student, applicant for admission or employment, or employee of IIT who believes that he or she has received inequitable treatment because of discrimination that violates IIT's stated policies of equal opportunity in employment and in education should communicate, either in writing or in person, with the Affirmative Action Officer, IIT Tower, Suite 1900-SW, Illinois Institute of Technology.

C. Policy Regarding Equal Access to University Library Resources

IIT libraries are pivotal to the university's objectives and to its commitment to excellence in teaching and research. Access by all faculty to library resources and services is critical to the quality of teaching and to the research efforts of the faculty. Although the libraries on the three campuses, which have them Main, Downtown and Moffett, have been developed to meet the particular requirements of campus, it is specifically recognized that together they form the IIT Library System. All IIT faculty have equal access to the services and resources of all libraries within the Library System. In implementing this equal access policy, campus libraries may require faculty members to follow procedures that are necessary for the efficient operation of the library. All university libraries work together cooperatively.