Purpose

Universidad De Manila upholds the principle of academic freedom as a core tenet of our institution's commitment to intellectual exploration, research, and the free exchange of ideas. This memorandum reaffirms the university's academic freedom policy, supporting the rights of faculty, researchers, and academic staff to pursue and communicate research freely and share their expertise without undue restriction.

Policy Statement

Universidad De Manila is committed to fostering an environment where all scholars have the freedom to engage in research, teaching, and public discourse without interference. This policy supports and protects the right of faculty, researchers, and academic staff to:
Choose areas of research based on their expertise, intellectual curiosity, and societal relevance.
Pursue and publish their findings independently and without external pressures.
Share, teach, and discuss their research openly with students, peers, and the broader community.

Scope

This policy applies to all Universidad De Manila faculty, researchers, and academic staff, covering all aspects of research, teaching, publication, and public discourse related to their fields of expertise. It encompasses all academic activities conducted under the auspices of the university, including those funded by external sources.

Policy Objectives

1. **Freedom in Research Pursuits**. Universidad De Manila respects each academic's right to independently select research areas and methodologies that align with their professional interests, disciplinary standards, and the pursuit of knowledge. Faculty and researchers are encouraged to explore, innovate, and engage in interdisciplinary work without limitation, so long as their research aligns with ethical standards and academic integrity.
2. **Right to Public Discourse**. The university supports the right of faculty and researchers to publicly discuss their research findings, interpretations, and opinions. Academic staff may share their work through lectures, publications, conferences, media appearances, and public forums, contributing to knowledge dissemination and public understanding without fear of censorship or retaliation.
3. **Freedom in Teaching and Curriculum Design**. Faculty members have the freedom to design and deliver course content based on current research, pedagogical methods, and disciplinary standards. They are encouraged to incorporate their research findings into the curriculum, providing students with insights into cutting-edge developments in their fields.

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4. **Protection Against External Pressures**. Universidad De Manila safeguards its faculty and researchers from undue influence by external entities, including governmental, corporate, or other interest groups. Researchers have the right to pursue knowledge and share findings responsibly, without fear of coercion or suppression due to political, financial, or ideological pressures.
5. **Academic Responsibility and Integrity**. With academic freedom comes a commitment to high standards of scholarly rigor, ethical conduct, and integrity. Faculty and researchers are expected to conduct their work responsibly, respect academic standards, and engage in research that upholds the values of objectivity and truth. Disagreements within the academic community are to be addressed constructively, with respect for diverse perspectives.

Implementation and Responsibilities

- **Office of the Vice President for Academic Affairs**. This office is responsible for promoting and upholding academic freedom within the university. It will work to ensure that faculty and researchers are informed of their rights and have the resources needed to pursue and share their academic work freely.
- **Deans and Department Chairs**. Deans and department chairs will support academic freedom within their respective units, fostering an environment where faculty can explore diverse research areas and pedagogical approaches. They will ensure that faculty are aware of their rights and encourage them to communicate their findings within the university and to the public.
- **Office of Legal Affairs**. The Office of Legal Affairs will provide guidance and support for faculty and researchers facing external pressures or challenges to their academic freedom. They will ensure that Universidad De Manila's policies protect academics from interference and uphold the right to free expression within the limits of academic and ethical standards.

Compliance and Reporting

Universidad De Manila's commitment to academic freedom is supported by institutional policies and protections. Any member of the academic community who encounters challenges or pressures related to their academic freedom is encouraged to report the issue to the Office of the Vice President for Academic Affairs or the Office of Legal Affairs. Complaints will be handled with confidentiality and a commitment to swift resolution.

Universidad De Manila reaffirms its dedication to academic freedom as fundamental to the pursuit of knowledge, innovation, and public engagement. By supporting the right of faculty and researchers to

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explore, teach, and communicate freely, we strengthen the university's mission to contribute meaningfully to society and to foster an environment where ideas can flourish without constraint.

Ma. Felma Carlos-Tria, ED. D.
President

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PREPARED BY:	APPROVED BY:		
NAME POSITION	NAME POSITION		

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