



CTS College Freedom of Speech Policy

1. Purpose

CTS College is committed to fostering an environment that promotes academic inquiry, open dialogue, and the exchange of ideas, while also ensuring a respectful, inclusive, and harassment-free learning community. This policy outlines the principles, rights, and responsibilities related to freedom of speech and expression within the college.

2. Scope

This policy applies to all students, faculty, staff, and visitors of CTS College across all campuses and digital platforms.

3. Policy Statement

CTS College upholds the fundamental right to freedom of speech and expression, consistent with democratic values and academic integrity. Individuals are free to express their views, challenge prevailing ideas, and participate in robust debate. However, this freedom is not absolute and does not extend to:

- Harassment, threats, or intimidation;
- Hate speech, or speech inciting violence or discrimination;
- Defamation or slander;
- Speech that disrupts the college's learning environment or operations;
- Speech that violates any other CTS College policies or applicable laws.

4. Core Principles

4.1 Right to Expression

All members of the CTS College community have the right to express their views and opinions, including views that may be controversial or unpopular, without fear of censorship or disciplinary action—provided they do not violate this policy.

4.2 Academic Freedom

Faculty and students have the right to explore and discuss ideas in pursuit of academic and scholarly goals. Instructors are entitled to freedom in the classroom in discussing their subject, while ensuring discussions remain respectful and aligned with curriculum outcomes.

4.3 Respectful Dialogue

Freedom of speech must be exercised with a sense of mutual respect. All members of the college community are expected to engage in discourse that is constructive, civil, and tolerant of diverse perspectives.

4.4 Prevention of Harassment

Speech that constitutes harassment, bullying, or creates a hostile or threatening environment will not be tolerated. This includes:



- Repeated and unwelcome conduct based on race, gender, sexual orientation, religion, disability, or other protected characteristics;
- Derogatory or demeaning comments targeting individuals or groups;
- Behavior that causes substantial emotional distress or fear.

Such actions may lead to disciplinary procedures under the CTS College Code of Conduct and Anti-Harassment Policy.

5. Procedures and Reporting

5.1 Reporting Concerns

Any individual who feels their freedom of speech has been infringed upon, or who experiences or witnesses harassment under the guise of free speech, is encouraged to report the matter to:

- The Human Resources Department (for staff/faculty)
- The Academic Director

5.2 Review Process

Reported concerns will be reviewed promptly and confidentially. If speech is found to violate this policy or other applicable policies, appropriate action will be taken, which may include counseling, mediation, or disciplinary procedures.

5.3 Appeals

Decisions made under this policy can be appealed according to the college's grievance procedures.

6. Responsibilities of the College Community

- **Students** are expected to respect the rights of others to express their views and to refrain from speech or actions that harass or intimidate.
- **Faculty** are expected to model constructive discourse and encourage critical thinking while maintaining an inclusive classroom environment.
- **Administrators and Staff** must ensure that policies are fairly enforced and that open expression is protected without compromising safety or equality.

7. Review and Amendment

This policy will be reviewed every two (2) years by the Academic Board in consultation with relevant stakeholders to ensure that it remains consistent with legal standards and the values of CTS College.

Approval Signature

Ravi Ragoonath

01/08/2025

Date