



ACADEMIC FREEDOM GUIDELINES

Definitions

- **Academic Freedom:** The freedom for staff, students, and affiliates to pursue knowledge, express ideas, and engage in intellectual inquiry without undue restrictions.
- **Extramural Expression:** Statements, opinions, or expressions made outside official university roles, particularly on public interest matters.
- **Unjustified Interference:** Unauthorized restrictions or coercion hindering academic freedom without valid legal or institutional basis.
- **Freedom of Expression:** The right to express ideas, opinions, and research findings, including controversial and unpopular views within lawful and ethical limits.

Purpose

These guidelines support Malawi University of Business and Applied Sciences' (MUBAS) commitment to protecting academic freedom, fostering open inquiry, critical thinking, creativity, and respectful expression within the university community.

Scope

These guidelines apply to all staff, students, and affiliates of MUBAS, guiding the exercise of academic freedoms in teaching, research, publication, expression, and participation in university and professional activities.

Key Principles and Guidelines

1. Freedom in Academic Work

- Academic staff and students shall have the freedom to teach, conduct research, and publish within the bounds of lawful, ethical, and institutional standards.
- The institution shall safeguard the rights of staff and students to perform their academic roles without undue interference or coercion.

2. Freedom of Expression and Dissent

- All members of the academic community have the right to express academic and personal views, including through peaceful protest and dissent, provided such expression respects the safety, dignity, and rights of others.
- Extramural expression shall be protected, subject to lawful and proportionate limitations that uphold institutional integrity and public interest.

3. Institutional Autonomy and Accountability

- MUBAS shall maintain full autonomy over its academic programs and governance structures, while remaining accountable to constitutional rights, national policies, and public expectations.
- University governance shall be conducted with openness, fairness, and transparency in decision-making processes.

4. Ethical Responsibility

- All academic activities shall be guided by intellectual honesty, ethical integrity, and adherence to professional codes of conduct.
- The institution shall promote respect for the dignity, rights, and well-being of all community members.

5. Diversity, Equity, and Inclusivity

- Academic freedom shall be equally accessible to all individuals, regardless of gender, religion, ethnicity, political affiliation, or disability.
- The institution shall foster an environment that values diverse ideas, knowledge systems, and lived experiences.

6. Participation in Shared Governance

- Members of the academic community shall have the freedom to question institutional practices and actively participate in professional bodies and representative academic organizations.
- Shared governance shall be encouraged as a means of promoting accountability, collaboration, and institutional excellence.

Responsibilities

- **University Leadership:** Should ensure policy implementation, protect academic freedom, provide support, and promote a culture of open inquiry, monitor compliance and address violations transparently.
- **Staff, Students, and Affiliates:** Should exercise academic freedom responsibly within the law and university policies, respect others' rights, engage ethically, and uphold standards of discourse and scholarship.