



الكلية الحديثة لل MANAGEMENT & SCIENCE

MODERN COLLEGE
OF BUSINESS & SCIENCE



Policy on: Academic Freedom

March 2025

Perspective	Institution		
Policy Owner	Associate Dean for Academic Affairs		
Developed By	Academic and Curriculum Committee		
Approval Body	College Board		
Policy History	First Introduced	Revised Date	Effective Date
Important Dates	05.03.2025		05.03.2025
Review Cycle	Every 3 years		
Email	adaa@mcbs.edu.om		
Document No	MCBS-P-SP2-099 v1		

Revision			
	Date	Revised By	Major Changes
Revision 1			
Revision 2			
Revision 3			

1. Statement.

This policy is hereby developed to ensure that academic staff and students can engage in scholarly activities without fear of censorship, discrimination, or fear of retribution while in conformance to all ethical standards and cultural and religious laws.

2. Policy Purpose.

- 2.1** Provide quality teaching with the assurance of learning within a conducive environment, where both students and faculty members study, discuss, investigate, explore, conduct research and publish.
- 2.2** Protect the rights of faculty and students to express and explore ideas freely, both in teaching and research, in an environment conducive to innovation and entrepreneurship
- 2.3** Promote a culture of intellectual openness and critical inquiry in which diverse viewpoints are respected and debated constructively.
- 2.4** Comply with Omani and international standards on academic freedom and ensure that MCBS remains a hub for independent thought and innovation.

3. Definitions and Abbreviations.

- 3.1 Academic Freedom:** The right of faculty and students to teach, conduct research, and publish findings without undue interference, while respecting the rights and opinions of others. This freedom shall include the freedom to learn, express or illustrate ideas, and be part of scholastic discussions and engagement.
- 3.2 Institutional Commitment:** A promise to protect and uphold the academic freedom, pertinent for the acquiring knowledge and for the societal progress or advancement. This commitment shall be free from any pressures exercised within or external to the institution.
- 3.3 IRQA:** Institutional Research and Quality Assurance.
- 3.4 Intellectual Inquiry:** The process of critical thinking, questioning, and exploring ideas to enhance knowledge in any academic discipline.
- 3.5 Censorship:** The suppression or restriction of speech, publication, or access to information based on content or viewpoint.

4. Stakeholders.

This policy applies to all individuals associated with the Institution, including:

- **Faculty:** Professors, Assistant and Associate Professors, Lecturers, Instructors, Trainers, Teaching Assistants, etc.
- **Students:** Enrolled students at all levels.
- Alumni and Interning Students

5. Procedures.

The following steps are to be followed in implementing this policy:

5.1 Protection of Academic Freedom in Teaching and Research

- 5.1.1 **Stage 1:** Faculty members shall determine the content and method of instruction in their courses, as long as they adhere to academic standards and the curriculum requirements established by MCBS.
- 5.1.2 **Stage 2:** Faculty members shall communicate the rights of all students and fellow members in their freedom to learn, research and communicate.
- 5.1.3 **Stage 3:** Researchers shall determine the topics of their choosing, publish their findings, and present their ideas in academic forums without fear of institutional censorship.

5.2 Freedom of Expression for Students:

- 5.2.1 **Stage 1:** Students shall be given awareness on their right to express their views and ideas freely in class discussions, assignments, and student publications, as long as such expressions do not infringe on the rights of others or violate academic integrity.
- 5.2.2 **Stage 2:** Students shall be made aware of their right to current and contemporary knowledge, critical thinking opportunities.
- 5.2.3 **Stage 3:** Students shall be encouraged to engage in academic debates and contribute to the diversity of viewpoints at MCBS in a respectful and constructive manner.

5.3 Support for Controversial Research or Ideas:

- 5.3.1 **Stage 1:** The Academic and Curriculum Committee shall communicate its support for the exploration of controversial topics as part of the academic discourse, provided such research adheres to ethical standards and cultural and religious laws and is in line with the Omani Vision 2040.
- 5.3.2 **Stage 2:** Faculty and students shall be made aware that whoever engages in research or discussions that may challenge widely accepted views shall be protected from institutional pressure or external censorship.

5.4 Prevention of Academic Censorship:

- 5.4.1 **Stage 1:** The Academic and Curriculum Committee will communicate its commitment to not deliberately exclude speech or artwork amounting to censorship or impose undue restrictions on the content of teaching, research, or academic publications based on individual biases and ideological differences.
- 5.4.2 **Stage 2:** The Academic and Curriculum Committee shall thwart any attempt to restrict academic freedom by internal or external stakeholders and this shall be addressed in accordance with this policy.

5.5 Grievance and Appeal Process:

- 5.5.1 Stage 1:** Faculty and students who believe their academic freedom has been infringed upon can file a formal grievance with the Academic and Curriculum Committee.
- 5.5.2 Stage 2:** The grievance will be investigated promptly, and recommendations for corrective actions will be made within 15 working days
- 5.5.3 Stage 3:** Appeals can be made to the Academic Department.
- 5.5.4 Stage 4:** A review is conducted after every 3 years through survey in *Appendix I* to measure the quality, appropriateness, and effectiveness of the policy and fill in the Policy Review Report in *Appendix II* before submitting it to IRQA.

6. Roles and Responsibilities.

6.1 Academic Department

- Provides oversight and ensures that institutional policies do not restrict academic freedom
- Conduct investigation through objective evidence gathering.
- Analyze and present its findings to the senior management.

7. References.

The development of this policy has, in a contextualized manner, benefited from the following documents:

1. https://www.theglobaleconomy.com/Oman/academic_freedom_index/
2. UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel: [Recommendation concerning the Status of Higher-Education Teaching Personnel - Legal Affairs](#)
3. SDG 16's commitment to promoting inclusive and just institutions: [Peace, justice and strong institutions - United Nations Sustainable Development](#)

8. Appendices.

8.1. Appendix I: Policy Effectiveness Survey

POLICY EFFECTIVENESS SURVEY

This survey is used by stakeholders who are affected by the policy to evaluate its effectiveness and provide feedback to enhance the policy during the review cycle. The survey results should be used by the policy owners in generating the Policy Review Report.

Policy Title:	Date Click or tap to enter a date.
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Please answer the questions below to evaluate the quality, effectiveness and appropriateness of the policy. Provide detailed comments where necessary.

Sr.	Criteria	Agree	Somewhat Agree	Disagree	Any Suggestions/comments
1	The policy is aligned with the organization's mission, vision, and values	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
2	The policy is clear, concise, and easy to understand	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
3	The communication regarding the policy was clear and effective	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
4	It was easy for me to access the policy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
5	There are no gaps or inconsistencies in the policy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
6	The procedure was easy to follow	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7	Overall, I am satisfied with the policy	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
8	What changes are required to improve this policy further?	Comments			

8.2. Appendix II: Policy Review Report

POLICY REVIEW REPORT

This form is used by policy owners to review their policies based on the policy effectiveness survey done by the stakeholders to help with updating/amendments/revision and to assist with evaluating whether the policy is achieving its intended purpose. This form should be sent to IRQA once filled in for evaluation.

PART A: KEY DETAILS

Policy Title

Perspective

Date of Review

PART B: INTERNAL AND EXTERNAL FACTORS

Are there any major changes that were done internally (organizational structure, mission, vision and values) and externally (affiliations, laws and regulations)

Comments: *Please elaborate on each factor if any.*

PART C: DESCRIPTION OF CHANGES

Are there any changes in the major components of the policy?

Comments: *Please explain on the changes made in the major components of the policy structure e.g: Statement, Policy Purpose, Procedures, Scope, Appendices etc.*

PART D: IMPACT OF CHANGES

Elaborate on the impact that the changes made would have on the policy implementation.

Comments: *Please explain how the policy changes would cause an impact after its implementation.*