Title: Commitment to Civility and Academic Freedom

Policy Number: 100-14

I. Civility

In an environment committed to honesty and transparency, Olympic College is committed to every employee’s expectation of civility in the workplace while preserving the right to freedom of expression. All members of the college community must embrace a framework of mutual respect and professionalism, also known as civility. Civility is more than mere politeness; it is treating all people—regardless of their points of view, values, beliefs, and interests—with dignity and respect. At every level of authority, power, influence, or privilege in relation to others, each employee has the proportionate responsibility to ensure their own civility.

II. Academic Freedom

Commitment to civility is not intended to limit freedom of speech, intellectual or academic freedom. The Board recognizes and will act to support traditional academic freedom as it applies to members of the college community carrying out their assigned duties, responsibilities and obligations, including the professional presentation or study of what might be considered by some to be controversial. The inherent elements of learning include challenging ideas, debate and expression of thought. We accept the responsibility of challenging ideas, debate and expression of thought as part of our mission of learning.