



Freedom of Speech Policy & Code of Practice

This document and applies to all staff, students, Trustees, visiting tutors and to all ALRA premises. ALRA expects staff, students, Trustees, visiting tutors and other visitors to ensure freedom of speech within the law is assured. Whilst there is no legal prohibition on offending others, ALRA nevertheless believes that discussion that is open and honest can take place only if offensive or provocative action and language is avoided. Staff, students, Trustees, visiting tutors and visitors are therefore required to demonstrate sensitivity to the diversity of the ALRA community and to show others respect. Any event or activity which creates an environment of fear, harassment, intimidation, verbal abuse or violence, particularly as a result of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation is likely to be unlawful.

- If staff, students, Trustees, visiting tutors or visitors believe that any activity poses a risk under this Code, they are required to refer the matter in the first instance to the Principal. No advertising is permitted until a decision is reached on its compliance with the Code of Practice.
- The Principal will make an initial assessment. If he/she decides the event complies with ALRA's Code of Practice it can go ahead. They may, however, require safeguards, such as recording the activity, so there is no dispute afterwards about what is said by whom.
- If the Principal decides the activity poses too great a risk under the Code he/she will not O22,"authorize the activity. This decision will be final and will not be subject to appeal.
- The expression of views that may be controversial, but do not breach the law, will not constitute reasonable grounds for refusal. Reasonable grounds for refusal would include: incitement to commit a criminal act; unlawful expression of views; support for an organisation whose aims are illegal; the creation of an environment likely to give rise to a breach of the peace.
- Wilful breach of this Code will be dealt with under ALRA's disciplinary procedures and, if necessary, by recourse to law.
- ALRA will withhold the right to use ALRA premises if it fears there is a likelihood of this Code being breached.