



## Freedom of Expression Policy

### Definitions

**“Banff Centre”**; Banff Centre for Arts and Creativity

**“Banff Centre Community”**; Persons associated with Banff Centre including: members of the Board of Governors, members of the Board of Directors of The Banff Centre Foundation, employees (including sessional workers), volunteers, artists, practicums, and others performing activities or providing goods or services at or under the auspices of Banff Centre, including consultants, guests, vendors, and contractors.

### Principles

As a public, board governed specialized arts, culture and leadership training institution whose most fundamental value is that of artistic and educational freedom, Banff Centre is committed to protecting and promoting freedom of inquiry and all forms of freedom of expression. Banff Centre is a place of free and open inquiry in all matters, and all members of the Banff Centre Community are guaranteed the broadest possible latitude to speak, write, listen, challenge, and learn. Banff Centre does not seek to shield members of the Banff Centre Community from ideas or opinions they may disagree with or find offensive, and does not permit interference with the free expression of ideas within the limits that bind Banff Centre under Canadian and Albertan law. Debate or deliberation may not be suppressed because the ideas put forward are thought by some, or even most, to be offensive, unwise, immoral or misguided. It is for individuals, not Banff Centre, to make those judgments for themselves and to act not by seeking to suppress speech, but by open and vigorously contesting the ideas they oppose.

Banff Centre is a place of free and open enquiry where it is recognized that free debate and critique are essential to the pursuit of knowledge. All members of the Banff Centre Community have the right to criticize and question other views expressed on campus, but cannot obstruct or otherwise interfere with others’ freedom of speech. The rights to mutual respect and civility are valued, but do not constitute sufficient justification to limit free speech.

Freedom of expression may however be restricted if it violates law, falsely defames an individual, constitutes a genuine threat or harassment that unjustifiably invades substantial privacy or confidentiality interests, or if it is incompatible with the functioning of the institution. Banff Centre may also reasonably regulate the time, place and manner of expression to ensure that it does not disrupt the ordinary activities of the institution.

As participants in collegial self-governance, every member of the Banff Centre Community is expected to act in accordance with these values and applicable laws, which Banff Centre will safeguard by whatever steps it deems necessary. Visitors to the campus must also respect these values, Banff Centre policies and applicable laws.

The fact that an individual or group is permitted or invited to carry on an expressive activity on campus does not mean that the views of that individual or group are representative of Banff Centre’s views as an institution, or the views of its leadership, unless otherwise stated.

Complaints in connection with this policy should be filed with Vice President Arts and Leadership.