



This document introduces policies, offices, and best practices and resources that we as members of Penn's faculty should know to protect our right to academic freedom and to work at Penn without discrimination.

What is Academic Freedom?

- [AAUP's 1940 Statement of Principles on Academic Freedom and Tenure](#)

Know Penn's Policies

- [Faculty Handbook](#)
 - [Academic Freedom and Responsibility](#)
 - [Equal Opportunity and Affirmative Action Policy](#)
 - [University of Pennsylvania Nondiscrimination Statement](#)
 - [Policy Prohibiting Workplace Violence](#)
 - [Confidentiality of Employee Records](#)
- [Guidelines on Open Expression](#)

Get Familiar with the Offices

- [Equal Opportunity and Affirmative Action](#)
 - [How to File a Complaint](#)
 - [Bias Incident Reporting](#)
- [Office of the Associate Vice President for Equity and Title IX Officer \(AVP\)](#)
- [Division of Human Resources/Staff and Labor Relations](#)
- [The Ombudsman](#)
- [Office of General Counsel](#)
 - [Areas of Practice](#)
- [Faculty Grievance Commission](#)
- [Office of the Vice Provost for Faculty](#)
 - [Faculty Affairs by Schools](#)

Best Practices and Resources

While the resources below refer to academic freedom and free speech, it is worth noting that academic freedom is not the same as free speech. Academic freedom is grounded in a different rationale that the free pursuit of knowledge serves the common good, rather than the idea that there exists an individual right to expression. Academic

freedom also offers fuller protections than the First Amendment's guarantee of free speech. The First Amendment only protects individuals from government restraints on speech. Employees of private institutions have no First Amendment right against employer interference in their speech. Moreover, the principle of "at-will" employment in the United States allows employers to discipline or terminate employees for any reason not explicitly banned in an employment contract or legislation. The threats to research and teaching posed by "at-will" employment and the limits of free speech rights are the reason that the AAUP began to define and defend the principles of academic freedom a century ago.

- AAUP Resources About Academic Freedom
 - [Academic Freedom](#)
 - [Fighting Targeted Harassment](#)
 - [Shared Governance](#)
- PEN America Resources About Free Speech
 - [Campus Free Speech Guide](#)
 - [PEN America's Online Harassment Field Manual](#)

If you feel unsafe and/or receive threats, report the situation to your department chair or supervisor. In certain cases, you may contact these additional offices to develop a safety plan:

- [Penn Police](#)
- Division of Human Resources/Staff and Labor Relations
- [Division of Public Safety/Special Services Department](#)
- [Office of the Vice Provost for Faculty](#)