

Approach to handling complaints relating to academic freedom and freedom of speech

1. Complaints from **students or staff** relating to academic freedom and freedom of speech within the law will be handled through the University's standard complaints procedures, as set out in the matrix below.
2. Complaints from **third parties** relating to academic freedom and freedom of speech within the law will be handled under the University procedures set out under the [Appendix](#) to this statement.
3. Incidents that fall within the scope of the [Dignity at Work and Study Policy and Procedures](#) may include elements which have implications for an individual's right to academic freedom and/or freedom of speech. In such cases, the Conduct and Respect team and/or Human Resources (HR) will seek advice as needed from the Governance and Assurance Office and Legal Services. If a report falls within more than one University procedure (whether apparent at the outset or becoming apparent during the investigation) the University will decide how best it can be dealt with, fairly and proportionately. It may be appropriate for there to be either parallel or sequential investigations to avoid duplication or potentially conflicting decisions. Those involved will be informed of the reasons for the movement between procedures.
4. The annual report to UEB, Senate and Council on implementation of the Policy and procedures on academic freedom and freedom of speech will include a high level and anonymised statement on the investigation of related complaints and lessons learned arising from these.

Complainant	Subject of complaint		
	Student	Member of staff	University
Student	Regulation 7: student discipline Non-Academic Misconduct Disciplinary Procedure	Student Complaints of University Staff Misconduct procedure (with reference to the Disciplinary Procedure and Guidelines for definitions and potential onward referral).	Complaints procedure for students and applicants
Member of staff	Regulation 7: student discipline Non-Academic Misconduct Disciplinary Procedure	Grievance - HR procedures Disciplinary Procedure and Guidelines	Grievance - HR procedures Academic promotion: feedback and review process Redundancy Procedure Speak up (public interest disclosure)

5. Complaints against the University of York Students' Union (YSU) should be made through YSU's [Complaints process](#).