



## **Academic Innovation Policy on Learner Engagement Conduct**

### **I. Policy**

The University of Michigan strives to create and maintain a community that enables each person to reach their full potential. To do so requires an environment of trust, openness, civility and respect. The Center for Academic Innovation (Academic Innovation) at the University is firmly committed to a policy of prohibiting behaviors which adversely impact a person's ability to participate in the scholarly, research, educational, patient care and service missions of the University enabled by Open Learning Initiatives (OLIs)<sup>1</sup> the University offers through a variety of technological platforms (each an OLI Platform).

Academic Innovation has a compelling interest in ensuring an environment in which productive work and learning may thrive. At the same time, Academic Innovation has an interest in respecting freedom of speech and protecting academic freedom and in preserving the widest possible dialogue within its instructional and research settings. As such, Academic Innovation recognizes and expects there to be open discourse and exchanges that may cause some University personnel and OLI learners (collectively, OLI Community Members) to feel uncomfortable. It is through such exchanges that the flow of ideas and countervailing thoughts and experiences are expressed which can facilitate deeper understanding and learning. However, the University also expects its OLI Community Members to engage in such interactions in a professional manner.

It is the intent of this policy to protect academic freedom and to help preserve the highest standards of academic discourse and scholarship in order to advance the mission of the University. This policy is specific to conduct which is not protected and covered under the principles of freedom of speech and academic freedom but rather conduct that the University community would view as counter to its norms and expectations and which hinders other members of the community in the exercise of their professional responsibilities and academic freedoms. Academic Innovation is prepared to act to prevent or remedy behaviors that interfere with, or adversely affect, an OLI Community Member's ability to learn or do their job.

In addition to protecting academic freedom, it is the position of the University of Michigan that a clear sense of academic responsibility is fundamental to an honest and collaborative educational environment, and behavior consistent with this principle is expected of all OLI Community Members. As such, the University is

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<sup>1</sup> By way of illustration, OLIs include, but are not limited to, such online courses and programs as Massive Open Online Courses (MOOCs), Teach-Outs, online certificate programs, as well as bundles or collections of MOOCs like Specializations, Series, MicroMasters, Master Track Programs, etc.

committed to ensuring its OLIs are free from academic misconduct while maintaining academic integrity at all times.

While the University seeks to create safe and welcoming OLI communities, please be advised that learners who share any personal information over OLI Platforms, including personal contact information, do so at their own risk. Before volunteering personal information over OLI Platforms, please note that the University does not apply the same data protection processes and safeguards for OLI data as it does for University-enrolled-student data. OLI Community Members are encouraged to use the direct and group communication tools integrated into or offered in connection with OLI Platforms, wherever available. While the University does not maintain, sponsor, or review groups created by non-University parties off of the OLI Platforms, the University may at its own discretion remove posts encouraging learners to share contact information and/or join external groups in its discretion.

Finally, Academic Innovation may share certain OLI learner data obtained from OLI Platforms, including general OLI course data, OLI Platform Activity information and demographic data from surveys, with third parties for scholarly research purposes in compliance with both vendor contractual obligations and applicable laws.

## **II. Definitions**

The following types of behaviors may be subject to sanction, including learner removal from the OLI in accordance with the appropriate procedures.

These behaviors include oral, written, visual or physical actions by an OLI learner that:

- a) Have the purpose or effect of unreasonably interfering with an individual's employment or educational performance; and/or
- b) Have the purpose or effect of creating an intimidating, hostile, offensive or abusive climate for an individual's employment, academic pursuits or participation in the OLI.

Some examples of conduct that may violate this policy include, but are not limited to: threatening behavior, actions or comments; bullying behavior (defined as a persistent pattern of negative behavior based upon a real or perceived power imbalance which belittles another member of a unit); disruption of functions or activities sponsored or authorized by the University; unwelcomed solicitation of personal contact information from a fellow OLI Community Member that does not relate to a valid theme or assessment from the OLI; encouraging learners to join external groups with the intent to solicit payment of any kind, or to facilitate academic integrity violations; promotion of non-University organizations not directly related to the OLI or otherwise validated by the University; solicitation of products or services that are not specifically recommended by University personnel; threats of physical harm to, or harassment of another member of the OLI community; and behavior that results in a

hostile working or learning environment. This list is not exhaustive, and OLI Community Members may be subject to sanction and disciplinary action, including removal from a particular OLI, for any type of conduct which, although not specifically enumerated, meets the standard for unacceptable behavior set forth above.

In addition, Academic Innovation considers any of the following behaviors to be academic misconduct for purposes of University of Michigan OLIs:

- Copying from another's exam or other evaluative assignment
- Submitting work that was previously used for another OLI without the explicit endorsement or instruction of the University of Michigan
- Discussing or sharing information about questions or answers on an exam or other evaluative assignment without explicit endorsement or instruction of the University of Michigan
- Allowing another person other than yourself to take an exam or complete an assignment
- Knowingly presenting another person's ideas, findings, images or written work as one's own by copying or reproducing without acknowledgement of the source
- Using more than one login in a single OLI with malicious or fraudulent intent

### **III. Alleged Violations of this Policy**

Alleged violations of this policy should be reported on a timely basis to Academic Innovation through [Academic-Innovation-Abuse@umich.edu](mailto:Academic-Innovation-Abuse@umich.edu). Academic Innovation will ensure that appropriate action is taken to address the situation.

The University will take appropriate steps to ensure that a person who, in good faith, reports or participates in a resolution of a concern brought forward under this policy is not subject to retaliation. In addition, subjecting such a person to retaliation is itself a violation of this policy.

Violation of this policy may result in appropriate sanction or disciplinary action. If removal from a particular OLI is proposed, the matter will be addressed through the appropriate procedure connected with the OLI Platform.