

ARTICLE __ Academic Freedom

The University ~~shall~~ values free and open enquiry and expression as tenets that underlie academic freedom. The University shall ensure the following rights and freedoms:

- A. Employees shall have freedom in pursuit of their own research ~~towards their degree~~ and in creative expression, and dissemination of the results ~~in accordance with the University's policies and practices.~~
- B. Employees shall have freedom on matters relevant to the subject and purpose of ~~their appointment the course(s) they teach;~~ including but not limited to the choice of teaching material and methods ~~as approved by their supervisor and in accordance with the University's policies and practices.~~
- C. Employees shall have the right to express themselves peacefully as members of society or as representatives of their fields of instruction, study, or research, free from censorship or retaliation by the Employer ~~so long as such activity does not violate Article [x] (No Strike No Lockout) and is consistent with University policy and federal, state, and local law.~~
- D. The University shall not limit the rights of Employees ~~shall have the right~~ to assemble or protest peacefully ~~so long as such activity does not violate Article X No Strike No Lockout and is consistent with University policy and federal, state, and local law.~~
- E. Employees have the right to address any matter of institutional governance, policy, or action ~~so long as such activity does not violate Article X No Strike No Lockout and is consistent with University policy and federal, state, and local law.~~

The University shall not use any University processes to retaliate against an Employee for exercising their academic freedoms ~~consistent with the limits referenced herein.~~

The Union reserves the right to add to, modify, or withdraw its proposals at any time.

Blue text indicates new language proposed by the Union.

Green text indicates language reasserted by the Union from a prior proposal.

Red struck text indicates language proposed by Management that the Union has rejected.

Black ~~struck~~ / underlined text indicates language rejected and/or added by Management that the Union has accepted.