

ARTICLE #
PROFESSIONAL AND ACADEMIC FREEDOM

Section 1. The University and the Union recognize the importance of academic freedom to an institution of higher education and affirm all GSWs' rights to academic freedoms including but not limited to:

- a. Freedom from political or ideological pressure from the university or faculty members, so the ability to produce knowledge is left unfettered.
- b. Discretion over the contents and presentation of their research questions, academic subjects, methods, and results.
- c. Discretion over the contents and presentation of their teaching materials, academic subjects, instruction method, and assessment method so long as they are germane to the topic of their class.
- d. Recognition of the GSWs as private people with inalienable rights, members of a learned profession, and officers of educational institutions. When they speak or write as private people, they shall be free from institutional censorship or discipline.

Section 2. GSWs may freely express their political beliefs and/or affiliations in their work environment.

Section 3. The University shall not retaliate against a GSW in an academic form for exercising a freedom or right under this Agreement or participating in any investigation or proceeding arising under this Agreement. Academic retaliation may include but is not limited to targeting grades, academic or work-related performance assessments, recommendation letters, or the denial of academic, teaching, research, or professional development opportunities.

Section 4. The University and the Union agree that grievances involving alleged violations of this Article that are pursued to arbitration will only be heard by arbitrators who are from a neutral academic community of higher education.