

ARTICLE XX PROFESSIONAL AND ACADEMIC FREEDOM

Section 1. The University and the Union recognize the importance of academic freedom to an institution of higher education, and subscribe to the *1940 Statement of Principles of Academic Freedom and Academic Tenure* issued by the American Association of University Professors and the Association of American Colleges, as amended in 1970.

The University and the Union affirm that GSWs' rights to academic freedom apply insofar as they are involved in teaching (e.g. as Instructors of Record, guest lecturers, etc.) and research (e.g. as sole-authors, first-authors, Principal Investigators, etc.), and are expected to exercise appropriate discretion and professional judgement in the exercise of these freedoms.

Where GSWs are involved in teaching and research that is directly supervised by a faculty member (e.g. as Teaching Assistants designing and grading assignments under the direction of a faculty instructor, or as Research Assistants collecting or analyzing data for a faculty PI), GSWs are expected to coordinate and consult with their direct supervisors as to how to exercise appropriate discretion and professional judgement in the exercise of these freedoms, deferring to the ultimate approval of their direct supervisor, where such approval is not unreasonably withheld.

Section 2. The University shall ensure that the following rights and freedoms apply to GSWs outside of their supervised, appointed responsibilities (i.e., as TAs and RAs supervised by a faculty member), as long as such is consistent with this Agreement and University policies and procedures:

- a. The University will impose no restraint upon the extramural pursuits of any GSW.
- b. GSWs shall have the right to express themselves as members of society and as members of their field of study, instruction, or research, without censorship or retaliation from the University.
- c. GSWs shall have the right to assemble or protest, without censorship or retaliation from the University.
- d. GSWs shall have the right to petition regarding any matter of institutional governance, policy, or action, without censorship or retaliation from the university.

~~**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 32. GSWs may freely express their political beliefs and/or affiliations in their work environment, ~~consistent with Article XX: Prohibition Against Discrimination and Harassment.~~

Section 43. 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 54. 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.~~ will be addressed using the Grievance and Arbitration process outlined in Article XX, with the Grievance and Arbitration process as the sole means of addressing an alleged violation of this article.