

Article XX:

Academic Freedom

Section 1. The University and the Union recognize the importance of academic freedom to an institution of higher education and affirm GEs' rights to academic freedoms. Academic freedom is the freedom to present and discuss all relevant matters in and beyond the classroom, to explore all avenues of scholarship, research and creative expression, and to speak or write without any censorship, threat, restraint, or discipline by the University with regard to the pursuit of truth and knowledge in the performance of one's teaching, research, publishing, or service obligation. The parties mutually affirm that a fundamental purpose of public higher education is free inquiry – the unfettered and relentless pursuit and dissemination of truth and knowledge – and that within the academy, free inquiry is indistinguishable from one's freedom to investigate, present, discuss, and evaluate all matters relevant to the pursuit of truth without constraint, or the fear of constraint, in the performance of one's teaching, research, publishing or service obligation.

Section 2. GEs have the right to comment as employees on matters related to their professional duties and the functioning of the University. The parties acknowledge the need for an environment with courteous, professional and dignified interaction between all individuals, and the expectation that all members of the campus community will work to develop and maintain professional relationships that reflect courtesy and mutual respect. GEs have the right to Academic Freedom within the limits of their work and subject to ~~the~~ applicable institutional policies that do not subvert the provisions or intent of this article.

Section 3. 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 have experience hearing higher education grievances.

Section 4. GEs shall be free from institutional censorship or discipline when speaking or writing as citizens, but their special position in the community imposes special obligations. As scholars, they should remember that the public may judge their profession and their institution by their utterances.