Red text = New Union language
Blue text = Union language from the September 18 Proposal

ARTICLE XX.
ACADEMIC FREEDOM AND PROTECTIONS

Section A. Consistent with the University-wide Statement on Rights and Responsibilities, Employees have the right to academic freedom, defined here as the freedom to teach, research, and conduct creative pursuits without any restrictions except those imposed by legitimate disciplinary criteria.

~~Section B. Included in the right to academic freedom is the right to establish standards of behavior in the classroom and determine the content of courses, instructional materials, the nature and form of assignments, and grading policies and practices.~~

Section B~~C~~. Discipline shall not be used to restrain Employees in the exercise of academic freedom.

~~Section CD. Grievances involving alleged violations of this Article that are pursued to arbitration will only be heard by arbitrators with sufficient experience in higher education to appreciate its unique qualities, especially including the role of academic freedom in the academy.~~

~~Section DE. The Employer has the responsibility to support Employees whose ability to teach, research, and/or conduct creative pursuits freely is under threat.~~

Section C~~E~~F. When an Employee speaks or writes extramurally – that is, as an individual outside of their role as an Employee – they are free from institutional censorship, restraint, or discipline.