

ARTICLE 6**FACULTY RIGHTS****6.1 – Bargaining Unit Rights**

All rights, privileges and benefits enjoyed by the faculty during the term of this Agreement shall remain in effect for the duration of this Agreement.

6.2 – Academic Freedom

A faculty member, whether tenured or not, is entitled to academic freedom:

- A. A faculty member is entitled to full freedom in research and in the publication of the results, subject to adequate performance of his other academic duties.
- B. A faculty member is entitled to freedom in the classroom in discussing his subject, in devising and selecting teaching strategies and educational materials and in using them to present his subject. However, he should be careful not to introduce a controversial matter that has no relation to his subject. If the faculty member is the only full-time instructor in a particular course on a given campus, he shall have the right to select the textbook for the course he is scheduled to teach. If the course is one where two or more sections are offered on a campus and are taught by two or more full-time instructors or is part of a sequence of courses that would normally use the same text, he shall have the right to serve on a campus and/or college-wide faculty committee appointed to select such texts for courses on that campus. Where feasible, faculty members shall explore methods of college-wide standardization of textbooks used in general education and sequential courses. Custom texts may be utilized as provided in Section 8.24, provided, however, that the use of custom texts does not conflict with the efforts to standardize texts in general education and sequential courses.
- C. The faculty member is a citizen, a member of a learned profession, and an employee of an educational institution. When he speaks or writes as a citizen, he should be free from institutional censorship or discipline, but his special position in the community imposes special obligations. As an individual of learning and an educational employee, he should remember that the public may judge his profession and the institution by his utterances. Hence, he should endeavor at all times to be accurate, to exercise appropriate restraint, to show respect for the opinions of others, and to indicate that he is not an institutional spokesperson.

6.3 – Non-Discrimination

The Board and the Union agree to comply with all federal, state and local laws prohibiting discrimination and mutually agree that neither will discriminate against any employee or applicant for employment, on the basis of race, creed, age, national origin, religion, gender, sexual orientation, union activity, disability status, marital status or membership or non-