

1 ARTICLE X. ACADEMIC FREEDOM AND FREEDOM OF EXPRESSION

2 GTFF Proposed Language | ~~GTFF deletion~~ | UO Proposed Language | ~~UO deletion~~ |
3 Agreed Upon Language | Status Quo
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5 Academic freedom and freedom of speech without fear of surveillance, censorship,
6 punishment, loss of jobs, loss of funding, or lack of safety are necessary conditions for
7 teaching and research. Censorship is defined as an attempt to alter, limit, silence, or
8 impose a particular viewpoint on expression, research, teaching, or publication. The
9 University acknowledges their responsibility as a public institution to uphold and protect
10 their students' and employees' freedom of expression. The University shall ensure the
11 following rights and freedoms herein for Graduate Employees in their official and
12 unofficial capacities on and off campus.
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14 Section 1. The University protects academic freedom for graduate employees in all
15 aspects of their employment, as defined in this article:
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- 17 a. The freedom to conduct research and creative work and to publish or otherwise
18 disseminate the results of that work. This includes but is not limited to work
19 written or discussed for classes, for purposes of publishing, for local, national, or
20 international presentations, and for grant submission. This freedom extends to
21 advocacy or outreach work related to research, publication, and grant
22 submission.
23 b. The freedom to teach, both in and outside of the classroom. This includes but is
24 not limited to teaching about any topic that has been politically attacked, grading
25 within the scope of the class without fear of punishment or retaliation, and using
26 any teaching methods and materials that are educationally relevant. GEs shall
27 have the right to teach any topic that they deem pertinent and appropriate to the
28 class they are instructing, including any topic that is protected under ARTICLE 8.
29 Graduate Employees must be able to train students to think about research
30 results for themselves, including in an atmosphere of controversy. GEs must also
31 be able to grade without fearing punishment, and shall not be disciplined for
32 grades that can be justified with and are consistent with a rubric created for the
33 assignment or grading requirements outlined by the syllabus. Any teaching
34 methods used by Graduate Employees, so long as they remain educationally
35 relevant and actively assist students in mastering the subject, shall also be
36 protected by academic freedom.

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38 Section 2. The University shall offer protection and support to GEs in the following ways:

- 39 a. Any GEs who lose grant funding due to censorship shall receive one term of
40 transitional funding from the University, rather than being immediately laid off.
41 These funds shall come from the UO Foundation.
42 b. Any GEs who lose their visa on the basis of censorship shall be provided with
43 legal services, maintain their status as a student for 365 calendar days from the
44 date of their visa revocation, and if applicable, upon return to the university shall
45 be placed immediately on a priority list for rehiring, consistent with the process
46 outlined in ARTICLE 21.
47 c. If a GE is involved in a free speech-based lawsuit, the University shall provide
48 legal services to the individual. GEs cannot be fired or laid off from their positions
49 due to their involvement in free speech based lawsuits, or as a result of the
50 findings from a free speech based lawsuit.

51 ARTICLE 25, Section 6 cannot be used to violate or suppress the rights outlined in this
52 article.
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54 Section 3. All graduate employees are guaranteed the protections of freedom of speech,
55 as derived from the First Amendment of the Constitution of the United States of America
56 and Section 8 of the Article I of the Constitution of the State of Oregon. The University
57 recognizes that the following are protected expressions of the rights listed above:
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- 59 a. GEs shall have the right to express themselves peacefully as members of society
60 or as representatives of their fields of instruction, study, or research, free from
61 censorship or retaliation by the University.
62 b. GEs shall have the right to assemble on and off campus to peacefully protest free
63 from regulation, surveillance, censorship, or retaliation by the University.
64 c. GEs have the right to address verbally, written, in person, or online any matter of
65 institutional governance, policy, or action.

66
67 GEs have the right to engage in the above forms of protected expression whether
68 through in-person activity or through posting online, and the University shall not use the
69 Student Code of Conduct to levy disciplinary actions for the protected actions listed
70 above.