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ACADEMIC FREEDOM : **ARTICLE 4**

Article 4

Academic Freedom

The Faculty shall have the academic freedom to seek the truth and guarantee freedom of learning to the students.

Article 5

Non-Discrimination and Workplace Collegiality

The Board and the AFT shall strive to promote a collegial and non-hostile workplace for all District employees.

The Board and the AFT agree not to discriminate against any faculty member on an unlawful basis. The Board and the AFT agree to comply with all federal and state laws regarding non-discrimination.

Reprisals of any nature shall not be taken against faculty members for exercising their union rights.

Faculty with concerns regarding unlawful discrimination and/or sexual harassment should contact the District's Office of Diversity Programs.

Faculty with concerns regarding non-collegiality issues may take those concerns to the appropriate college vice president for informal resolution. If informal resolution is not reached, an incident report form may be submitted. See Appendix O.