## ARTICLE IV

ACADEMIC FREEDOM

As members of the community, bargaining unit members have the rights and obligations of all citizens. They measure the importance of these obligations in the light of their responsibilities to their subjects, to their students, to their profession, and to their institution. As citizens engaged in a profession that depends upon freedom for its health and integrity, bargaining unit members have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

Except for reasons that constitute proper cause for discipline under any other provision of this Agreement, the University will not threaten, coerce, or discipline members of the bargaining unit because of what they say or what they do as private citizens, for promoting and preserving the conditions of free inquiry necessary to fulfill the obligations of their academic disciplines, or for discharging their responsibilities to their students, to their colleagues, to their professions, or to their institution.