Preamble. As stated in the Mission Statement, the University of Oregon "strives to enrich the public that sustains it through the conviction that freedom of thought and expression is the bedrock principle on which university activity is based." Academic freedom and freedom of speech are necessary conditions to teaching and research. This policy establishes a robust view of academic freedom and freedom of speech in order to ensure that faculty can participate in shared governance and in order to facilitate excellence in teaching and research.

Section 1. The University Administration protects academic freedom and bargaining unit faculty members shall enjoy all of its benefits and responsibilities. These are defined as:

a. The freedom to conduct research and creative work and to publish or otherwise disseminate the results of that work. Within the broad standards of accountability established by their profession and their individual disciplines, faculty members must enjoy the fullest possible freedom in their research and in circulating and publishing their results. This freedom follows immediately from the University's basic commitment to advancing knowledge and understanding.

b. The freedom to teach, both in and outside of the classroom. Faculty members must be able not only to disseminate to their students the results of research by themselves and others in their profession, but also to train students to think about these results for themselves, often in an atmosphere of controversy that, so long as it remains in a broad sense educationally relevant, actively assists students in mastering the subject and appreciating its significance.

c. The freedom to engage in internal criticism, which encompasses the freedom to address any matter of institutional policy or action whether or not as a member of any agency of institutional governance. Faculty members, because of their education and their institutional knowledge, play an indispensable role as independent participants in university decision making. By virtue of this role, they are entitled to comment on or criticize university policies or decisions, either individually or through institutions of faculty governance.

Section 2. Faculty Responsibilities. Academic responsibility implies the competent and full performance of duties and obligations and the commitment to support the responsible exercise of
academic freedom by one’s self and others. Each bargaining unit faculty member has the
responsibility to:

a. Observe and uphold the ethical standards of his or her discipline in the pursuit and
communication of scientific and scholarly knowledge;
b. Treat students, staff, colleagues, and the public fairly and civilly in discharging his or her
duties and in accordance with this Agreement;
c. Respect the integrity of the evaluation process, evaluating students, staff, and colleagues
fairly according to the criteria and procedures specified in the evaluation process;
d. Represent one’s self as speaking for the university only when authorized to do so as part
of one's position or professional responsibilities;
e. Participate, as appropriate, in the system of shared academic governance, especially at the
department or unit level, and seek to contribute to the civil and effective academic
functioning of the bargaining unit faculty member’s academic unit (program, department,
school or college) and the university.

Section 5. Freedom of Speech. All bargaining unit faculty members are also guaranteed the
protections of freedom of speech, as derived from the First Amendment of the Constitution of the
United States of America and Section 8 of the Article I of the Constitution of the State of
Oregon. When faculty members speak or write as members of the public, they should make
every effort to indicate that they are no speaking for the university. They may identify their
university affiliation so long as no university sponsorship or endorsement is stated or implied.