

ARTICLE ____

ACADEMIC RETALIATION

1. A SW may believe that their grades or academic assessment or the denial of some academic opportunity may have been in retaliation for exercising certain rights under this Agreement. The parties recognize that it is conceivable that retaliation could take this form and should be prohibited in the strongest terms. However, the parties also recognize that if such a claim were processed through the grievance procedure and taken to arbitration, such a case would inevitably force an arbitrator to examine the faculty member's basis for the grade or academic assessment and to otherwise engage in a review of academic judgments. For such reasons, such claims of academic retaliation are not appropriate for arbitration and should not be processed through the standard grievance and arbitration provisions of this Agreement.
2. Accordingly, a SW with such a claim may instead pursue such matters through internal School policies and procedures, or, in the absence of any such policies or procedures, through a direct discussion with the Dean of the School. The University will ensure that within one year of ratification of this Agreement, each School has such a local policy and procedure in place for handling such matters and that the Union will be provided with a copy of such policy.
3. It is understood that SWs may also have access to certain government agencies, both state and federal, and can file claims with those agencies regarding such claims.