

ARTICLE 5 WORKING ENVIRONMENT

Section 1. The University recognizes the importance of an adequate working environment and supporting services to promote effective teaching, learning, research and creative activities, and service consistent with the University's mission. Therefore, within the limits of available space and resources, as determined by the University, the University shall make a good faith effort, in a timely fashion, to provide each member of the bargaining unit the following:

- A. Suitable office space with appropriate facilities and equipment therein;
- B. Adequate administrative, technological, and clerical support;
- C. Access to copying services for reasonable academic copying needs;
- D. Office and classroom supplies; and
- E. Library resources, computing systems, classrooms, and laboratories that are responsive to bargaining unit faculty and student needs.

Section 2. During physical renovations that affect bargaining unit faculty offices or laboratories, Administration personnel shall meet with the affected faculty sufficiently soon before renovations begin to discuss the anticipated schedule, to formulate a plan for providing temporary resources for faculty, and to take into account faculty input regarding these issues and consider making adjustments based upon faculty input. If the renovations take more than one calendar month, they shall meet monthly (during the academic year only) with the affected faculty to provide updates on the schedule.

Section 3. The University will respond in a timely fashion to reasonable requests from the bargaining unit faculty for measures to secure hazardous materials, and also address concerns or issues related to compliance with applicable Occupational Safety and Health Administration (O.S.H.A.) standards, *as incorporated by state law, Ohio Revised Code Section 4167.07 and Ohio Administrative Code Section 4167-3-01*. The University will timely notify the Akron-AAUP of any such request and the University's response, as well as any instance of non-compliance with applicable O.S.H.A. standards of which the University has been made aware.

Section 4. Civility Clause

As colleagues, bargaining unit faculty and academic administrators have obligations that derive from common membership in the community of scholars. Members of the bargaining unit and academic administrators ("colleagues") shall not discriminate against or harass colleagues. Therefore, behavior that contributes to a hostile or humiliating environment, including, but not limited to, abusive language, intimidation or retaliation will not be tolerated. Colleagues shall respect and defend the free inquiry of

associates. In the exchange of criticism and ideas, colleagues shall show due respect for the opinions of others. Both bargaining unit faculty and academic administrators shall strive to be objective in their professional judgment of their colleagues.

Alleged violations of this section shall be discussed between representatives of both the Administration and the Chapter at the regular labor management meeting for resolution. However, alleged violations of this section shall not be grounds for a grievance or be arbitrable under Article 12.