

of employment on the basis of race, color, religion, sex, age, national origin or ancestry, sexual orientation, gender (including identity and expression), genetic information, military or veteran status, a real or perceived disability, marital status, domestic partner status, political affiliation, or any other characteristics protected by Federal or Ohio Law.

- 3.2 The Employer and UTAUP-COL hereby express the strong opposition to and condemnation of all forms of sexual harassment and agree to maintain educational and working environments that are free from any form of discrimination based on sex.
- 3.3 The Employer shall not discriminate against any Member of the Training Unit for any activities on behalf of the UTAUP-COL or for membership in the UTAUP-COL.

ARTICLE 4

in their professional judgment of colleagues. Members shall accept their share of faculty responsibilities in the academic governance of the University.

5.2.4 As legal professionals, Members must comply with all applicable rules of professional conduct and applicable ABA standards

ARTICLE 6 CONFLICT OF INTEREST

To the extent that Members may be subject to the Ohio Ethics Laws found in O.R.C. §102 and §2921, they must file all notifications of conflicts of interest required by said statutes with the General Counsel of the University. This requirement shall be interpreted in a manner consistent with a member's ethical or fiduciary obligations as an attorney under any applicable rule of professional conduct as promulgated from time to time.

ARTICLE 7 ACADEMIC GOVERNANCE

7.1 The vital importance of faculty participation in the making of academic policy impacting the College of Law is hereby recognized.

The Faculty Senate is the organ through which the faculty speak on matters of University-wide academic policy and other matters not subject to collective bargaining.

The Employer will seek input from the Faculty Senate on the following matters: undergraduate curriculum, including addition or elimination of academic courses, certificates, programs and degrees; standards and requirements for degrees; academic rules, regulations, policies and standards regarding undergraduate students; and the reorganization of colleges and departments and the