

**ARTICLE 36**  
**RESPECTFUL AND FAIR TREATMENT**

- A.** UPTe and the University recognize that respectful, fair treatment of others promotes a work environment and organizational culture that supports and values all members of the University community. Therefore, officers of the University shall treat members of the bargaining unit with dignity and respect in all interactions. In addition, members of the bargaining unit shall treat officers of the University with dignity and respect in all interactions.
- B.** Nothing in this Article shall be construed to change established University policies and practices about political expression and/or freedom of speech; nor shall anything in this Article impede normal expression in labor-management communications.
- C.** Any complaints arising from this Article, Sections A and B above shall be grievable only through Step Two of the grievance process.