

**BHE Revised Proposal-Presented as a Package  
March 11, 2025**

Collegiality and Community

~~The University is committed to cultivating and maintaining a professional environment that promotes inclusiveness and mutual respect.~~ Unit members are expected to conduct themselves in their official relations with their fellow employees, students, members of the university community and members of the public, in a manner that enhances respect for, and confidence in, the unit member, the University and the Commonwealth. Unit members must not only perform duties in a wholly impartial matter, but must avoid any conduct which gives a reasonable basis or the impression of acting otherwise. Failure to adhere to this responsibility. Accordingly, professionalism, inclusiveness, and mutual respect in all aspects of their roles and the performance of their responsibilities shall be considered when evaluating “other professional activities” pursuant to Article VIII A(1) bii and (3) bii, and failure to adhere to these expectations will be regarded as neglect of a unit member’s professional duty. Any form of speech or conduct which is protected by the principles of academic freedom or the U.S. Constitution is not subject to this provision.

*This language is being proposed as a package with BHE’s response to union’s Article VII, Section H, Role of Committee on Tenure, proposal.*