

What steps do I take if I believe my Academic Freedom has been infringed?

You should reach out, as soon as possible, to AASUA's Labour Relations Officers (LROs) by filling out the form here: <https://aasua.ca/Web/Web/Resources/Assistance-with-a-Potential-Grievance.aspx>.

AASUA's LROs receive and address member concerns, and provide advice (both of which may or may not escalate into formal grievances) respecting the Employer's obligations under, and/or potential violations of, the express or implied terms of the Collective Agreement as well as Alberta's employment-related legislation (for example, occupational health and safety or human rights issues).

When you contact the AASUA with a concern, an LRO will carry out a preliminary investigation of your concern to assess whether it may constitute a violation of the Collective Agreement. The grievance process is confidential; an LRO typically will not proceed with a grievance should the member decide they do not wish to move forward on a particular case.

It is better to reach out to an LRO sooner rather than later, as there is a three-month deadline from the date of the alleged act or omission for AASUA to request a meeting with the Employer. Members must reach out to AASUA well in advance of this deadline to investigate the situation and to avoid a time bar to the AASUA's ability to advance a grievance.