



Regarding Rights and Protections for Targeted and International Scholars

May 5, 2025

To all members of the AAUP-Bargaining Unit:

We have received no response to the AAUP-UD Executive Council's [April 11, 2025 letter to UD's Office of General Counsel](#) requesting affirmation of the intent to protect the privacy, academic freedom, and legal rights of our international faculty, graduate students, and scholars.

On Friday May 2, 2025, we sent [a second letter to UD's Office of General Counsel](#), again requesting affirmation of protections for international faculty and faculty targeted by anti-DEI actions.

We remind you of the following rights, which are protected by the [Collective Bargaining Agreement](#):

- **Article II, Section 2.2** affirms faculty rights to academic freedom in teaching, research, publication, and public expression, without external interference or institutional retaliation.
- **Section 2.3** explicitly commits the University to respecting “reasonable privacy expectations” of faculty and prohibits unjustified or unauthorized searches, random monitoring, or denial of access to university services without just cause and due process.
- **Section 2.3** also requires that all searches and access limitations follow established University policies, that faculty be informed promptly, and that any urgent actions still require notification “as soon as practicable.”
- **Article X** prohibits discrimination based on race, color, religion, national origin, gender or sexuality, disability, or other protected identities.
- **Article XVIII** requires the University to provide a safe and healthy workplace for all faculty, consistent with applicable federal, state, and local regulations.

The University is contractually bound to uphold these rights, but only because faculty stand united to demand them. By joining the AAUP-UD, you strengthen all our rights to academic freedom, personal privacy, due process, and workplace safety. [JOIN NOW](#) - you will not be charged membership dues until September 2025.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Persephone Braham'.

Persephone Braham
For the AAUP-UD Executive Council
[AFT](#) and [AAUP](#) resources for Higher Education