

**ARTICLE 35**  
**ACADEMIC FREEDOM, PROTECTION OF PROFESSIONAL STANDARDS,  
AND RESPONSIBILITIES OF NON-FACULTY ACADEMIC APPOINTEES**

Academic freedom, the protection of professional standards, and responsibilities will extend to Librarians through the applicable provisions of Academic Personnel Manual (APM) 011. Grievances pursuant to APM - 011 will be processed in accordance with APM – 011 (<https://www.ucop.edu/academic-personnel-programs/files/apm/amp-011-issuance/apm-011.pdf>), and are not subject to the grievance procedures in Article 24.