

ARTICLE 4
AFFIRMATIVE ACTION

A. Temple and TAUP agree to cooperate in the implementation of the Affirmative Action Program. It is understood that, consistent with Article 5, Rights of Temple, the Affirmative Action Policy, its substance and implementation is the sole responsibility of Temple and not subject to collective bargaining.

B. Temple and TAUP agree to establish a joint committee to discuss diversity related issues pertaining to all members of the bargaining unit. Upon request, the university will share relevant and available data regarding demographics and general hiring practices.