ARTICLE [x].	NON -DISCRIMINATION
--------------	---------------------

3 Purpose.

1

- 4 The Employer will maintain an environment in which bargaining unit members and all individuals
- 5 who are working for or participating in university programs and activities have the right to do so
- 6 fully, free from discrimination, harassment, and retaliation.
- 7 Section 1.General protections
- 8 The Employer agrees not to discriminate against bargaining unit members in the terms and
- 9 conditions of employment on the basis of race, national origin, color, religionusing (incl
- 10 pregnancyelated conditions), sexual orientation, gender identity or expression, disability, marital
- status, domestic partnership status, familial status, genetic information, age, veteran status, political -membership in the

1415 Association.

- Neither the Employer, nor the Association, shall disatismagainst, intimidate, restrain, coerce,
- 17 retaliate, or interfere with any of the bargaining unit metabolic or his or her lawful union
- 18 related activities, including participation in a grievance, or union membership, or the right to refrain
- 19 from such activities, or membership. Moreover, there shall be no discrimination against any
- 20 bargaining unit member in the application of this Agreement because of membership or non-
- 21 membership in O-TAAUP.