## ARTICLE [x]. NON-DISCRIMINATION

3 Purpose.

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- 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, harass, or retaliate against bargaining unit members in the
- 9 terms and conditions of employment on the basis of race, national origin, color, creed, religion,
- 10 <u>national origin, age, sex</u> (including pregnancy-related conditions), sexual orientation, gender identity,
- 11 or gender expression, disability, marital status, genetic domestic partnership status, information,
- 12 <u>veteran status, familial status, genetic information, age, veteran status, political affiliation, political</u>
- 13 belief or lawful political activity, or any other basis characteristic protected by law. Discrimination
- 14 includes sexual harassment and retaliation.
- 15 Section 2. Protections related to membership or non-membership in the
- 16 Association.
- Neither the Employer, nor the Association, shall discriminate against, intimidate, restrain, coerce, retaliate, or interfere with any of the bargaining unit members because of his or her their lawful s4355.06 58.14 .5999