

ARTICLE [x]. NON-DISCRIMINATION

Purpose.

~~The Employer will maintain an environment in which bargaining unit members and all individuals who are working for or participating in university programs and activities have the right to do so fully, free from discrimination, harassment, and retaliation.~~

Section 1. General protections.

~~The Employer Oregon Tech and the Association~~ agrees not to discriminate, ~~harass, or retaliate~~ against bargaining unit members in the terms and conditions of employment on the basis of race, national origin, color, creed, religion,