

1.
b
nc

Article 1: Non-Discrimination

Section 1: It is the policy of Oregon Tech and the Association to continue their policies to prohibit any discrimination against any employee because of protected class status, including, but not limited to, race, color, creed, religion, national origin, age, sex (including pregnancy-related conditions), sexual orientation, gender identity, gender expression, disability, marital and family status, genetic information, veteran status, or any other characteristic protected by law. The parties recognize that discrimination may include harassment or retaliation on the basis of a protected class recognized by law.

2.

Additionally, while on a protected class recognized by law, Oregon Tech will not discriminate or retaliate against bargaining members engaged in lawful, off-duty, political activity or association.

Section 2: Oregon Tech and the Association will not knowingly agree not to discriminate against bargaining unit members due to their membership or non-membership in the union, or for the exercise of their lawful union related activities, or their right to refrain from union related activities, provided that such activities do not interfere with the performance of their job duties.

Section 3: Oregon Tech is ~~revising~~ *holding this Section while reviewing potential language to* propose a language change.

7/21
Lisa Gil
04.2.2020

T
or

*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.