

Article ____: Non-Discrimination

Section 1. ~~It is the policy of~~ Oregon Tech and the Association ~~to continue their policies to prohibit agree not to~~ discriminate ~~ion against any employee~~ because of protected class status, including, race, color, creed, religion, national origin, age, sex (including pregnancy related conditions), sexual orientation, gender identity, gender expression, disability, marital and familial 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.

Section 2. Oregon Tech and the Association ~~will not knowingly agree not to~~ discriminate against bargaining unit members ~~en Tm0 g-.0006Tc[discrim)3(i).745ic protected or am)2(l~~

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