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.

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, religion, sex (including
- pregnancy-related conditions), sexual orientation, gender identity or expression, disability, marital
- status, domestic partnership status, familial status, genetic information, age, veteran status, political
- 12 affiliation, political belief or lawful political activity, or any other basis protected by law.
- 13 Discrimination includes sexual harassment and retaliation.

Section 2. Protections related to membership or non-membership in the

- 15 Association.
- 16 Neither the Employer, nor the Association, shall discriminate against, intimidate, restrain, coerce,
- 17 retaliate, or interfere with any of the bargaining unit members because of 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 OT-AAUP.