

T.A.
5:50pm 3/7/08
Mike Potkin UC-AFT
M.E.M.
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(uc)

ARTICLE 2
NONDISCRIMINATION

A. General Provisions

The provisions of this Agreement shall be applied to all members of the unit within the limits imposed by law or University regulations without regard to age; citizenship; race; color; religious belief or non-belief; marital status; national origin; ancestry; sex; sexual orientation; gender identity; pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy and childbirth); physical or mental disability; medical condition (cancer-related or genetic characteristics); political affiliation; union activity; or status as a covered veteran (Vietnam-era veteran, special disabled veteran, recently separated veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized) or, because of age or citizenship service in the uniformed services (including membership, application for membership, performance of services, application for service, or obligation for service). ~~Complaints alleging unlawful discrimination are reviewable as grievances only if they allege violation of a section of this Agreement which is subject to the grievance procedure and only to the extent that that section is reviewable.~~

B. ~~M.~~ Affirmative Action and Nondiscrimination in Employment

~~Consistent with the provisions of applicable State and Federal law, it is the policy of the University not to discriminate against or harass any person employed by or seeking employment with the University because of race, color, national origin, religion, sex, physical or mental disability, medical condition, ancestry, marital status, or age. The University also prohibits unlawful discrimination on the basis of sexual orientation, status as a Vietnam-era veteran or special disabled veteran, or on the basis of citizenship.~~

1. It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies.

~~U?~~ 2. SEXUAL HARASSMENT

The University of California is committed to creating and maintaining a community in which all persons who participate in University programs and activities can work together in an atmosphere free of all forms of harassment, exploitation, or intimidation, including sexual. Specifically, every member of the University community should be aware that the University is strongly opposed to sexual harassment and that such behavior is prohibited

by law and by University policy. It is the intention of the University to take whatever action may be needed to prevent, correct, and, if necessary, discipline behavior which violates this policy.

3. ~~10~~. Retaliation

University policy also prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

4. ~~11~~. Complaints

Upon an employee's request, the campus academic affairs office shall provide information regarding applicable policies and procedures for resolving complaints of discrimination, harassment, or retaliation and for pursuing available remedies.