

Article 5

NONDISCRIMINATION IN EMPLOYMENT

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 race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition (cancer-related or genetic), status as a covered veteran (special disabled veteran, Vietnam era veteran, or any veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized), age, citizenship, or union activity.

Allegations of discrimination are not subject to the Grievance/Arbitration Procedures of this Agreement unless the allegation is based on an alleged violation of an otherwise grievable/arbitrable article. However, the Union may bring to the attention of the University those employment activities it deems to be in conflict with the terms of this Article.