

ARTICLE 4. NONDISCRIMINATION IN EMPLOYMENT

There shall be no unlawful discrimination or harassment in the application of the provisions of this Agreement with regard to race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, marital status, physical or mental disability, medical condition (cancer related or genetic characteristics), age, citizenship or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1997 (USERRA)) status as a covered veteran (special disabled veteran, recently separated veteran, Vietnam era 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), which includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services. This policy is intended to be consistent with the provisions of applicable State and Federal law and University policies.

In order to be eligible for the Grievance and/or Arbitration provisions of this Agreement, complaints of unlawful discrimination must be based on an otherwise grievable/arbitrable article. Complaints alleging only unlawful discrimination may be subject to the Complaint Procedure.