

1 **ARTICLE 14. NON-DISCRIMINATION**

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3 **Section 1.** The University affirms its dedication to the principles of equal opportunity and
4 freedom from unlawful discrimination; as such, the University will not discriminate on
5 account of any of the protected categories under current federal, state, or local law,
6 including the following: race, creed, color, sex, religion, national origin, ancestry,
7 marital status, domestic partnership status, familial status, age, disability, veteran status,
8 sexual orientation, gender identity or expression, or membership or non-membership in
9 or activity on behalf of or in opposition to the Union. Unlawful discrimination includes
10 unlawful sexual harassment.

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12 The University affirms its obligations as a federal contractor with regard to affirmative
13 action.

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15 **Section 2.** The University will offer all bargaining unit faculty members training
16 regarding unlawful discrimination. A bargaining unit faculty member shall complete
17 any training regarding unlawful discrimination that is required by the University.
18 Bargaining unit faculty members will ordinarily be required to complete training
19 regarding unlawful discrimination no more frequently than once every five years.

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21 **Section 3.** Neither the University nor the Union shall unlawfully discriminate against,
22 intimidate, restrain, coerce, or interfere with any bargaining unit faculty member because
23 of, or with respect to, his or her lawful union activities, including participation in a
24 grievance, or membership, or the right to refrain from such activities or membership. In
25 addition, there shall be no discrimination against any bargaining unit member in the
26 application of the terms of this Agreement because of membership or non-membership in
27 the Union.

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