

ARTICLE [x]. NON-DISCRIMINATION

Purpose.

~~The Employer will maintain an environment in which bargaining unit members and all individuals who are working for or participating in university programs and activities have the right to do so fully, free from discrimination, harassment, and retaliation.~~

Section 1. General protections.

The Employer agrees not to discriminate, ~~harass, or retaliate~~ against bargaining unit members in the terms and conditions of employment on the basis of race, ~~national origin~~, color, ~~creed~~, religion, ~~national origin, age~~, sex (including pregnancy-related conditions), sexual orientation, gender identity, ~~or gender~~ expression, disability, marital status, ~~genetic domestic partnership status, information, veteran status~~, familial status, ~~genetic information, age, veteran status~~, political affiliation, political belief or lawful political activity, or any other ~~basis characteristic~~ protected by law. ~~Discrimination includes sexual harassment and retaliation.~~

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

Neither the Employer, nor the Association, shall discriminate against, intimidate, restrain, coerce, retaliate, or interfere with any ~~of the~~ bargaining unit members because of ~~his or her~~ their lawful union-~~related activities, including participation in a grievance~~, or union membership, ~~or non-membership~~, or the right to refrain from such activities, ~~or membership~~. Moreover, there shall be no discrimination against any bargaining unit member in the application of this Agreement because of membership or non-membership in OT-AAUP.