

University's 7.19.23 counter to union's 5.31.2023 Non-Discrimination proposal

ARTICLE _ – EQUAL EMPLOYMENT OPPORTUNITY & NON-DISCRIMINATION

Section 1. Statement of Policy and Right to Amend Policy

It is the policy of the University and the Union not to discriminate on the basis of statuses protected by law. The University's policy, known as the Nondiscrimination Statement, is published on the University's website and includes the University's commitment to maintain a work environment free from unlawful discrimination and harassment. It is also a violation of University policy to retaliate against any individual who, in good faith, files a complaint of discrimination, cooperates in an investigation of alleged discrimination, opposes any practice prohibited by this policy, or exercises any other right protected by federal, state, or local equal employment or affirmative action laws. The University has the right to amend its Nondiscrimination Statement for reasons including conformity with changes in the law and/or best practices.

Section 2. Application of Policy to GSEs Covered by this Agreement

The Union acknowledges that GSEs covered by this Agreement are subject to University policies prohibiting discrimination, harassment, and retaliation (referenced in Section 1). Nothing contained in this Agreement is intended to conflict with the Nondiscrimination Statement or any applicable successor policy, or related procedures.

Section 3. Abuse of Authority

The University, and its academic units, provide for grievance mechanisms for graduate students to report and seek redress for abuse of authority. GSEs covered by this Agreement maintain the rights and obligations set forth in the University Grievance Policy for Graduate Students, and any local unit grievance policies, as may be amended from time to time.

Section 4. Grievable and Non-Grievable Complaints. A complaint of discrimination or retaliation based on membership or non-membership in the Union, or activity on behalf of or in opposition to the Union, will be handled through the Grievance and Arbitration Procedure in Article __ of this Agreement. All other complaints of discrimination, retaliation or harassment by or against a GSE are excluded from the Grievance and Arbitration Procedure in Article __ of this Agreement and, instead, will be handled according to the relevant University policies and procedures.

Section 1. Non-discrimination

Neither the Union nor the Employer's respective policies or activities will discriminate against any based upon race, creed, ethnicity, religion or religious belief, national origin, ancestry, caste, marital status, family status, socioeconomic status, parental or pregnancy status, HIV antibody status, color, sexual orientation, sex, gender identity or expression (whether actual or perceived), age, political affiliation or belief, immigration status, citizenship status, medical condition, disability, veteran status, arrest or criminal record, union activities or support, participation in a

The University reserves the right to add to, modify or withdraw proposals at any time

grievance or complaint whether formal or informal, or any other factor irrelevant to their employment status or function.

Should an 's beliefs (ethical, religious, moral, personal) interfere with their work at any point during their degree, the employer shall make a reasonable effort to find an alternative or reassign the employee

Section 2. Harassment and Bullying

Employees shall have the right to work in an environment free from harassment and bullying.