ARTICLE XVII – NON-DISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY

Section 1. Non-Discrimination Policy

Skidmore College is committed to being an inclusive campus community and an equal opportunity employer. The College therefore prohibits discrimination and harassment against any employee or candidate for employment on the basis of the individual's race (including traits historically associated with race), color, creed, religion, age, national or ethnic origin (including but not limited to speaking English as a second language), physical or mental disability, military or veteran status, marital status, sex (including pregnancy), sexual orientation, gender identity or expression, genetic information, predisposition or carrier status, domestic violence victim status, familial status, union activity, or any other category protected by applicable federal, state, or local laws.

Section 2. Diversity, Equity and Inclusion

The parties are committed to practices that foster a diverse and inclusive community while actively challenging structural inequality. Our intention with this Agreement is to include a commitment to diversity, equity and inclusion.

Section 3. Preferred Gender Pronouns and Names

The College shall recognize and utilize an employee's chosen gender pronouns in accordance with the College's Names Policy. A unit member may change their chosen gender and/or pronouns using the procedure set forth in the College's Names Policy.

Section 4. Employees with Documented Disabilities and Pregnancy-Related Conditions

The College will work to reasonably accommodate qualified individuals with known disabilities or pregnancy-related conditions unless doing so would create an undue hardship on the College. Any qualified employee with a disability or pregnancy-related condition who requires an accommodation to perform the essential functions of their position may contact the College's Associate Director of Employment and Workforce Diversity (ADEWD) to request an accommodation. The accommodation request will be evaluated in a manner consistent with the College's Reasonable Accommodations for Employees and Applicants policy.

Either party may propose to discuss campus-wide disability issues as an agenda item for Labor-Management or Safety Committee meetings, as appropriate.

Section 5. Further Policies

The College has enacted and commits to following its existing policies that prohibit discrimination, harassment and retaliation (including those found in Part Six of the Faculty Handbook), as well as those policies that promote diversity in the workplace. Such policies, include, but are not limited to:

- Policy on Equal Employment Opportunity
- Skidmore Policy on Diversity
- Policies on Accessibility and Accommodations
- Policy on Anti-Harassment
- Policy on Retaliation

- Policy on Consensual Sexual Relationships Involving Students
- Title IX Policy for Faculty

The College reserves the right to process reported violations of its policies in a manner consistent with established procedures and applicable law/regulations.

The College and Union agree that the foregoing policies and related procedures may be amended from time to time as the College deems appropriate. A copy of all relevant policies will be posted on the College's website. The College agrees to share any such changes with the Union for the purpose of impact bargaining prior to implementation.