

**University Proposal for Negotiations Between
Professional Staff Union/MTA/NEA, Unit A, Amherst and Boston
and
The University of Massachusetts Board of Trustees**

University Proposal #3 - Presented on December 16, 2024 University Revised Proposal - Presented on January 13, 2025
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ARTICLE 6: AFFIRMATIVE ACTION/NON-DISCRIMINATION/SEXUAL HARASSMENT

Section 6.1 ~~Affirmative Action~~ **Non-Discrimination and Harassment Policy**

In accordance with the University BOT Policy (Doc. T16-040) UNIVERSITY OF MASSACHUSETTS NON-DISCRIMINATION AND HARASSMENT POLICY, which states the following:

The University prohibits unlawful discrimination, harassment (including sexual harassment), and retaliation against anyone based on religion or religious belief, color, race, marital status, veteran or military status, age, sex, gender identity or expression, sexual orientation, national origin, ethnicity, disability, genetic information, or any other legally protected class, in education, admission, access to or treatment in, its programs, services, benefits, activities, and terms and conditions of employment at the University.

~~The Union and the Employer/University Administration agree that when the effects of employment practices, regardless of their intent, discriminate against any group of people on the basis of race, religion, creed, color, national origin, sex, age, veteran status, sexual orientation, or mental or physical handicap, specific positive and aggressive measures must be taken to redress the effects of past discrimination, to eliminate present and future discrimination, and to ensure equal opportunity in the areas of hiring, upgrading, demotion or transfer, recruitment, layoff or termination, and rate of compensation. Therefore the parties acknowledge the need for positive and aggressive affirmative action.~~

Section 6.2 ~~Union Policy of Non-Discrimination~~

~~The Union shall accept into membership and represent equally all eligible persons in the bargaining unit without regard to race, religion, creed, color, national origin, sex, gender identity or expression, age, marital status, political belief or affiliation, membership or non-membership in any organization, veteran status, sexual orientation, or mental or physical disability.~~

Section 6.4

~~This Article shall be grievable to Step 3, Article 7.~~

~~A bargaining unit member may file a complaint alleging discrimination with an external agency to meet state and/or federal agency deadlines. without jeopardizing his or her right to investigations and hearings as provided for in this Article.~~

Any complaint of discrimination or harassment shall be subject to the campus policies, procedures and any applicable law governing non-discrimination and harassment. The campus policies, procedures and any applicable laws governing non-discrimination and harassment, including any

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final determinations thereunder, shall not be subject to the parties' grievance and arbitration procedure.

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