

**2025 OT/OTAAUP Negotiations**  
**OT-AAUP Proposal**  
**Presented Jan 30<sup>th</sup>, 2025**

Black text – original

Orange text – OTAAUP suggested additions

~~Orange strikethrough – OTAAUP suggested deletions~~

**Article 3 ~~HH~~: Non-Discrimination**

**Section 1.** Oregon Tech ~~and the Association~~ agrees not to discriminate because of ~~protected class status, including~~ race, color, creed, religion, ~~political affiliation~~, national origin, age, sex (including pregnancy related conditions), sexual orientation, gender identity, gender expression, disability, ~~chronic and/or acute health conditions~~, marital and familial status, genetic information, veteran status, or any other characteristic protected by law. ~~The parties recognize that~~ Discrimination may include harassment or retaliation ~~against bargaining unit members. on the basis of a protected class recognized by law.~~

Additionally, ~~while not a protected class recognized by law~~, Oregon Tech will not discriminate or retaliate against bargaining unit members ~~when they are~~ engaged in lawful, off-duty; political activity or associations.

**Section 2.** Oregon Tech ~~and the Association~~ agrees not to discriminate against bargaining unit members because of their membership or non-membership in the Association, or for the exercise of their lawful union related activities, or the right to refrain from union related activities.