

Article _ - Non-Discrimination

The University shall not discriminate in the terms and conditions of employment on the basis of race, national origin, color, religion, sex, sexual orientation, gender identity, disability, marital status, veteran status, or any other basis protected by law.

The Union shall not discriminate against any bargaining unit member on the basis of race, national origin, color, religion, sex, sexual orientation, gender identity, disability, marital status, veteran status or any other basis protected by law.

The University will offer all faculty members training regarding unlawful discrimination. A faculty member shall complete any training regarding unlawful discrimination that is required by the University.

Article _ – Savings

Should any part of this Agreement or any provision(s) contained herein: (1) be rendered invalid by reason of any subsequently enacted legislation; or, (2) be determined to be illegal or invalid by a court or agency of competent jurisdiction; or (3) should compliance with or enforcement of any provision be restrained by such a court or agency pending a final determination as to its validity; such part or provision(s) shall not invalidate the remaining portions of this Agreement, and they shall remain in full force and effect. **By mutual agreement or if required by statute, the parties shall enter into bargaining to address the invalidated provisions.**