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Non-Discrimination

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6 Section 1. Neither ~~The University Employer, nor United Academics, will shall not~~ discriminate in the terms
7 and conditions of employment on the basis of race, national origin, color, religion, sex, sexual orientation,
8 gender identity, disability, marital status, veteran status, or any other basis protected by law.

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

12 Section 2. The ~~University Employer~~ will offer all bargaining unit members training regarding unlawful
13 discrimination. A bargaining unit member shall complete any training regarding unlawful discrimination
14 that is required by the ~~University Employer~~.

15 Section 3. Bargaining unit members are entitled to make his/her/their own personal decisions with
16 respect to Union membership without intimidation or coercion. There will be no discrimination or
17 harassment against any bargaining unit member in the application of the terms of this Agreement because
18 of membership or non-membership in United Academics.

19 Section 4. The Employer and United Academics shall continue to abide by federal and state laws as well
20 as all university policies regarding complaints of discrimination, harassment, and bullying. By request of
21 United Academics to the Assistant Provost for Academic Employee and Labor Relations, the Parties shall
22 each designate up to three (3) members to meet with University officials from Faculty Affairs, the Office
23 of Equal Opportunity and Access, and the Office of Institutional Diversity once per year for the purposes
24 of providing input to the Employer with respect to the University nondiscrimination statement and
25 procedures.