

1 UNITED ACADEMICS PROPOSAL

2
3 NON-DISCRIMINATION

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5 **Preamble.** The Employer is committed to creating an equitable and inclusive campus free of all
6 violence, harassment, **bullying**, and discrimination. **Bargaining unit members and A**all
7 individuals who are **working for or** participating in university programs and activities have the
8 right to do so fully, free from sexual discrimination, misconduct, and retaliation. When the
9 Employers learns of such misconduct, the Employer will take steps to stop, prevent recurrence,
10 and remedy the impacts of such behavior.

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12 The Parties recognize that protecting bargaining unit members from job-related sexual
13 harassment, bullying and discrimination, and protecting those who have experienced such acts, is
14 an obligation of both Parties. The Parties agree that this will be a shared and ongoing
15 responsibility.

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17 **Section 1.** Neither the Employer, nor United Academics, will discriminate in the terms and
18 conditions of employment on the basis of race, national origin, color, religion, sex (including
19 pregnancy-related conditions), sexual orientation, gender identity or expression, disability,
20 marital status, genetic information, age, familial status, veteran status, or any other basis
21 protected by law.

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23 **Section 2.** The Employer will offer all bargaining unit members training regarding unlawful
24 discrimination. A bargaining unit member shall complete any training regarding unlawful
25 discrimination that is required by the Employer.

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27 **Section 3.** Neither the Employer, nor United Academics, shall unlawfully discriminate against,
28 intimidate, restrain, coerce, or interfere with any bargaining unit member because of, or with
29 respect to, their lawful union activities, including participation in a grievance, membership, or
30 the right to refrain from such activities or membership. There will be no discrimination or
31 harassment against any bargaining unit member in the application of the terms of this Agreement
32 because of membership or non-membership in United Academics.

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34 **Section 4.** The Employer and United Academics shall continue to abide by federal and state laws
35 as well as all university policies regarding complaints of discrimination, harassment, and
36 bullying.