ARTICLE 6
NON-DISCRIMINATION IN EMPLOYMENT

Within the limits imposed by law or UNIVERSITY regulations, the provisions of this Agreement shall be applied to all members of the unit without regard to race, color, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition, status as a Vietnam-era veteran or special disabled veteran, age, or citizenship.

Complaints alleging unlawful discrimination will be limited to the provisions of this Agreement which are otherwise subject to the Grievance and/or Arbitration procedures of the Agreement.

Neither the University or Union shall interfere with, intimidate, restrain, coerce, or discriminate against employees covered by this agreement because of the exercise of rights to engage or not to engage in Union activity. The Union agrees to use the negotiated grievance procedure exclusively to resolve any such complaints otherwise subject to Unfair Practice procedures under HEERA.