ARTICLE 4
NONDISCRIMINATION IN EMPLOYMENT

A. The University will not discriminate with regard to race, color, religion, national origin, ancestry, sex, pregnancy (includes childbirth and related medical conditions), sexual orientation, physical or mental disability, medical condition (cancer related or genetic characteristics), HIV status, union affiliation status as a covered veteran (special disabled veteran, recently separated veteran, Vietnam era veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, service in the uniformed services, as defined by the Uniformed Services Employment and Reemployment Act of 1994, age and citizenship. As required by law, including relevant Federal and State Constitutional and statutory provisions and University rules or regulations, the provisions of the Agreement shall be applied to all members of the unit without regard to marital status, handicap, medical condition, genetic information, and status as a disabled veteran.

B. For purposes of this Article only, medical condition means any health impairment related to, or associated with, a diagnosis of cancer, for which a person has been rehabilitated or cured based on competent medical evidence or genetic characteristics. Genetic information includes family history. Pregnancy includes childbirth and related medical conditions. Service in the uniformed services includes membership, application for membership, performance of service, application for service or obligation for service, in the uniformed services.

Allegations of a violation of this Article, only when made in connection with a provision of another Article that is grievable beyond Step 2, shall be eligible for appeal to the same degree that the Article to which the grievance is connected is grievable and/or arbitrable.