

For the Union: *Paul Estep*
Date: May 1, 2020

For the University: *Maure Gardner*
Date: May 1, 2020 *ARO*

Article __: Non-discrimination in Employment

A. GENERAL PROVISIONS

Consistent with the provisions of applicable state and federal law or University policies, the University shall not discriminate against or harass any Resident on the basis of race, color, religion, marital status, national origin, ancestry, sex (including gender, pregnancy and childbirth, including medical conditions related to pregnancy, childbirth, and/or breastfeeding), sexual orientation, gender identity or expression, physical or mental disability, medical condition (cancer-related or genetic characteristics or genetic information including family medical history), service in the uniformed services, status as a covered veteran, age, citizenship, political affiliation/opinion or union activity/affiliation.

B. SEXUAL HARASSMENT

1. The University is committed to creating and maintaining a community dedicated to the advancement, application and transmission of knowledge through academic excellence, in an atmosphere free of harassment, exploitation or intimidation.
2. Complaint procedures are covered by the University's Sexual Violence and Sexual Harassment (SVSH) Policy.

C. GRIEVANCES

1. An alleged violation of this Article must accompany an alleged violation of another contract article to be eligible for processing under the grievance procedure.
2. An alleged violation of this Article and a non-arbitrable Article shall be subject only to the grievance procedure and shall not be subject to arbitration.
3. If an alleged violation of this Article is brought with a grievance of a separate Article that is arbitrable, only the Article that is arbitrable can proceed to arbitration.

D. FAIR AND RESPECTFUL TREATMENT

The University and the Union recognize that fair and respectful treatment of Residents promotes a work environment and organizational culture in support of the values of the Graduate Medical Education Training Programs.

Nothing in this article shall be construed to change established University policies and practices about political expression and/or freedom of speech. The parties agree that concerns about violations of the Article may be reported through the channels identified in Appendix **XX** and discussed at the local Labor Management meetings.