

**ARTICLE 4**  
**NONDISCRIMINATION IN EMPLOYMENT**

**A. NON-DISCRIMINATION**

Employees covered under this agreement are subject to the University's policy on non-discrimination - <http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct>

1. General discrimination-related issues not related to any individual's specific complaint may be raised in the labor/management meetings defined in Article 30, Miscellaneous, Section B, Labor-Management Meetings.

**B. SEXUAL HARASSMENT**

Employees covered under this agreement are subject to the University's policy on Sexual Violence/Sexual Harassment - <http://policy.ucop.edu/doc/4000385/SVSH>