

ARTICLE 7 ANTI-DISCRIMINATION, AFFIRMATIVE ACTION, AND CONFLICT OF INTEREST

Union Counter, presented January 15, 2025

SECTION 1.

The Employer and the Association agree not to discriminate, in any way in violation of applicable law or University policy, against employees covered by the Agreement **based on religion or religious belief, color, race, marital status, veteran or military status, age, sex, gender identity or expression, sexual orientation, national origin, ethnicity, disability, genetic information, or any other legally protected class.**

SECTION 2. The Association and the Employer/**University Administration** agree that when the effects of employment practices, regardless of their intent, discriminate against any group of people on the basis of race, religion, creed, color, age, sex, national origin, or mental or physical disability, specific positive and aggressive measures must be taken to redress the effects of past discrimination. to eliminate present and future discrimination, and to ensure equal opportunity in the area of hiring, upgrading, promotion, transfer, recruitment, layoff, termination, rate of compensation, and in-service or apprenticeship training programs. Therefore, the parties acknowledge the need for positive and aggressive affirmative action. To accomplish these goals, certain positions may be designated as affirmative action target positions in accordance with the Employer's Affirmative Action Plan filed with the U.S. Department of Labor. The President of the Association shall be informed of such targeted positions simultaneously with the Division of Human Resources.

NO CHANGES TO THE REST OF THE ARTICLE Sections 3-7