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## GTF PROPOSAL 04-11-14

### ARTICLE 8 NONDISCRIMINATION

**Section 1.** The University and the Union shall not discriminate *affirms its dedication to the principles of equal opportunity and freedom from unlawful discrimination; as such, the University will not discriminate* nor tolerate discrimination on the basis of: race, *color, creed,* ethnicity, *ancestry,* religion, gender, gender identity, gender expression, *sex,* age, national origin, marital status, sexual orientation, disability *including HIV antibody status, domestic partnership status, familial status including parental status, pregnancy, veteran status, membership or non-membership in, or activity on behalf of or in opposition to, the Union,* or any other extraneous considerations, not directly and substantially related to effective performance. *Unlawful discrimination includes unlawful sexual harassment.*

**Section 2.** The University will not discriminate against a GTF on the basis of Union membership, non-membership or activities.

**Section 3.** The University and the Union agree to abide by federal and state laws and regulations for affirmative action in all terms and conditions of employment.

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*GTF Proposed words now dropped: height, weight, citizenship status, membership in any social or political organization, participation in a grievance or complaint whether formal or informal*