

ARTICLE ____

NON-DISCRIMINATION

1. The Employer and the Union shall not discriminate against any member of the bargaining unit or against any applicant for employment therein on the basis of race, age, national origin, ancestry, citizenship, religion, creed, marital status, veteran status, sexual identity, sexual orientation, mental or physical disability, or any protected status or characteristic without limitation including hiring, promotion, selection for training opportunities, wage and salary administration, and the application of benefits plans and School policies.

2. It is the policy of the School to encourage employee participation in the collective bargaining process, and to work in partnership with the union. The School is committed to providing a safe and secure atmosphere in which all employees are able to participate in the collective bargaining process through their union without fear of intimidation or retaliation. The School will not accept or tolerate any threatening, harassing, retaliating or intimidating behavior directed towards the Union, any member of its leadership or bargaining team, or any of its members on the basis of their concerted activity. The School encourages union members and leaders to report, through the appropriate channel, any such behavior immediately, and agrees to take prompt action to stop and prevent any such behavior from occurring.