

ARTICLE 4


NON-DISCRIMINATION

The District and Union agree that there shall be no retaliation or discrimination on account of race, ethnicity, citizenship, national origin, color, religion, creed, age, gender, gender identification or expression, sex, sexual orientation, genetic information, marital status, pregnancy, mental and/or physical disability, medical condition, military or veteran status, or membership in an employee organization or participation in lawful activities of an employee organization, or refusing to participate in the activities of an employee organization, or on the basis of any other legally protected classification as defined by applicable state ~~or~~, federal or local laws.

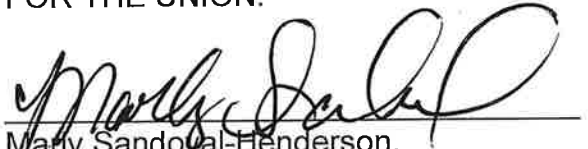
Dated: February 7, 2020


FOR THE DISTRICT:

  
Joseph Bremgartner, Assoc. Sup.  
Human Resources

  
Tika Davé-Harris, MPA, Director  
Human Resources

FOR THE UNION:

  
Mary Sandoval-Henderson,  
International Representative

  
James Williams, President  
United Steelworkers, Local 8599