

ARTICLE 7 – NON-DISCRIMINATION

- 7.1. **Nondiscrimination.** The Association and the College affirm their adherence to the principles of free choice and agree that they shall not discriminate against any employee covered by this Agreement because of age, race, color, ethnicity, ancestry, religion, creed, sex, gender, gender expression, military status, familial status, disability status under the ADAAA, physical limitations, marital status, sexual orientation, or national origin, domestic violence survivorship, union activity, or any other characteristic or status protected under applicable law. Provisions of this Article for which other remedies exist (e.g. OFCR, BOLI, EEOC, Department of Labor) shall not be subject to binding arbitration.

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