

ARTICLE 2

DIVERSITY, EQUITY, INCLUSION AND NON DISCRIMINATION

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3 **2.1** The Employer and the Union support and are committed to diversity, equity, and
4 inclusion. Both parties agree that the workplace should foster mutual respect,
5 accessibility, dignity and cultivate a sense of belonging in a pro-equity anti-racist
6 environment.

7 Grievances filed under this subsection will not proceed beyond Step 2 in
8 accordance with Article 30.2

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10 **2.2** Under this Agreement, discrimination against employees on the basis of religion,
11 age, gender, sex, marital status, race, color, creed, national origin, political
12 affiliation, military status, status as an honorably discharged veteran, a disabled
13 veteran or Vietnam era veteran, sexual orientation, gender expression, gender
14 identity, or the presence of any real or perceived sensory, mental or physical
15 disability, genetic information, pregnancy, status as a breastfeeding/chest feeding
16 parent, being a victim of domestic violence, sexual assault, or stalking, citizenship,
17 immigration status or because of the participation or lack of participation in union
18 activities is prohibited, and no unlawful harassment will be tolerated.

19 **2.3** Employees who feel they have witnessed or been the subjects of unlawful
20 discrimination, harassment or hostile work environment are encouraged to bring
21 such issues to the attention of their supervisor or the Human Resources Office, or
22 to file a complaint in accordance with college/district policy. In cases where an
23 employee files both a grievance and an internal complaint regarding the same
24 alleged discrimination, harassment or a hostile work environment, the grievance
25 will be suspended until the internal complaint process has been completed.

26 **2.4** When a complaint is received, the Employer will determine the appropriate form
27 of investigation, if any, and take appropriate action. When the Employer has

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