

NON-DISCRIMINATION (5th NFA proposal)

Section 1. CSN Administration and NFA-CSN affirm their dedication to the principles of equal opportunity and freedom from unlawful discrimination; as such, the parties will not discriminate on account of any of the following: race, color, sex, religion, national origin, marital status, domestic partnership status, familial status, age, disability (whether actual or perceived by others), ancestry, military or veteran status or obligations, sexual orientation, gender identity or expression, or genetic information. This includes non-discrimination in hiring processes. CSN Administration affirms its ~~obligations with regard~~ dedication to affirmative action.

Section 2. CSN and NSHE policy and code procedures shall be followed to resolve complaints of a violation of Section 1, except for cases in which CSN and NSHE policy and code do not offer protection for the category in Section 1 that is alleged to have been discriminated against.

Section 3. CSN Administration shall not discriminate against bargaining unit members because of participation in NFA, including participation in a grievance or membership. NFA-CSN shall represent all members of the bargaining unit fairly, consistent with the duty of fair representation.

Section 4. Nothing in this Article precludes any member of the bargaining unit from protecting his/her rights to be free of unlawful discrimination pursuant to any state or federal law which addresses