

NON-DISCRIMINATION

Section 1. CSN administration and NFA-CSN affirms ~~its~~ their dedication to the principles of equal opportunity and freedom from unlawful discrimination; as such, ~~CSN administration~~ 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, genetic information, or membership in or activity on behalf of NFA.

This includes non-discrimination in hiring processes.

CSN administration affirms its obligations with regard to affirmative action.

Section 2. CSN administration will offer all bargaining unit faculty members training regarding unlawful discrimination. Bargaining unit faculty members will ordinarily be required to complete training regarding unlawful discrimination no more frequently than once every five years. Unlawful discrimination includes sexual harassment.

~~**Section 3.** CSN administration shall not unlawfully discriminate against, intimidate, restrain, coerce, or interfere with any bargaining unit faculty member because of, or with respect to, his or her lawful union activities, including participation in a grievance or membership. In addition, there shall be no discrimination against any bargaining unit member in the application of the terms of this Agreement because of membership in the NFA.~~

CSN administration shall not discriminate against bargaining unit members because of participation in