NON-DISCRIMINATION (CSN proposal 10/10/2017)

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 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 3. Nothing in this Article shall preclude any member of the bargaining unit from protecting his or her rights to be free from unlawful discrimination pursuant to any state or federal law which addresses discrimination, directly and without resort to the Grievance and Arbitration procedures.

Section 3. The resolution of any complaint of discrimination of the type addressed under Section 1 of this Article shall be pursuant to NSHE/CSN policy through the CSN Office of Institutional Equity and the NSHE Code (Title 2, Chapter 6), or by filing a complaint with the appropriate state/federal agency or state/federal court. The resolution of any complaint under Section 2 of this Article shall be pursuant to the grievance procedure in Article ___ of this Agreement.