

## **ARTICLE 11: NONDISCRIMINATION AND AFFIRMATIVE ACTION**

The Employer and the Union are committed to a discrimination-free workplace and neither condones or tolerates practices that discriminate against any person on the basis of race, color, religion, marital status, national origin, ancestry, sex, gender identity, pregnancy (including childbirth and medical conditions related to pregnancy and childbirth), sexual orientation, physical or mental disability, medical condition (cancer-related or genetic characteristics) as defined in California Government Code Section 12926, or Title II of the Genetic Information Nondiscrimination Act, status as a covered veteran (Vietnam-era veteran or special disabled veteran or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, or recently separated veterans), age, or citizenship or any other basis protected by law. This policy is intended to be consistent with the provisions of applicable State and Federal laws and LLNS Policies. Violations of this Article shall not be subject to Article 30, Arbitration of this Agreement provided, however, claims arguably cognizable under Sections 8(a)(1), (3), and/or (5) of the National Labor Relations Act are and shall remain arbitrable and subject to administrative deferral by the NLRB to the fullest extent allowed by law.