

**ARTICLE 22
NONDISCRIMINATION IN EMPLOYMENT**

A. GENERAL PROVISIONS

Within the limits imposed by law or University policies, the University shall not discriminate against or harass employees on the basis of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, pregnancy, childbirth, medical conditions related to pregnancy or childbirth, breastfeeding, medical conditions related to breastfeeding, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information, status as a covered veteran as defined by the Vietnam Era Veterans Readjustment Assistance Act (VEVRA), service in the uniformed services (including service in the uniformed services as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), as well as state military and naval service), age, citizenship, or union activity or union affiliation.

General discrimination-related issues not related to any individual's specific complaint may be raised in the labor/management meetings defined in Article 46 - Workplace Committees, Section A or B.

B. GRIEVANCES

1. For discrimination complaints to be eligible for processing under the grievance procedure:
 - a. The complaint must be eligible in accordance with Section B.2., 3., or 4., below, and
 - b. The employee or her/his representative must file a grievance at Step 1 within thirty (30) calendar days of the date the employee knew or should have known of the alleged discrimination.
2. Allegations of a violation of this Article alone are subject to the Article 8-Grievance Procedure of this Agreement through Step 2 only.
3. An alleged violation of this Article and a non-arbitrable Article shall be subject to the grievance procedure insofar as the other Article is grievable, although it shall not be subject to Arbitration.
4. Allegations of a violation of this Article, when made in connection with a provision of another Article that is grievable beyond Step 2, shall be eligible for appeal to the same degree that the contract provisions to which the grievance is connected is grievable and/or arbitrable.

C. SEXUAL VIOLENCE/SEXUAL HARASSMENT COMPLAINT RESOLUTION PROCEDURE

With regard to grievances alleging sexual violence or sexual harassment, refer to the Sexual Violence/Sexual Harassment Complaint Resolution Procedures outlined in Article 8, Grievance Procedure, Section F.