

## **NON-DISCRIMINATION (4<sup>th</sup> 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 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 (further training may be assigned based on special or changed circumstances necessitating more or re-training). Unlawful discrimination includes sexual harassment.~~

**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