

**Article \_\_\_: Non-Discrimination**

**Section 1.** ~~It is the policy of Oregon Tech and the Association to continue their policies to prohibit agree not to~~ discriminate ~~against any employee~~ because of protected class status, including, race, color, creed, religion, national origin, age, sex (including pregnancy related conditions), sexual orientation, gender identity, gender expression, disability, marital and familial status, genetic information, veteran status, or any other characteristic protected by law. The parties recognize that discrimination may include harassment or retaliation on the basis of a protected class recognized by law.

**Section 2.** Oregon Tech and the Association ~~will not knowingly agree not to~~ discriminate against bargaining unit members ~~due to~~ because of their membership or non-membership in the Association, or for the exercise of their lawful union related activities, or the right to refrain from union related activities, ~~provided that such activities do not interfere with the proper performance of their job duties.~~

~~**Section 3.** Oregon Tech is holding this Section while reviewing potential language to propose at a later date.~~

\*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.