

ARTICLE 2
NO DISCRIMINATION

- 2.1 The District and the Union agree that equal employment opportunity and diversity are beneficial to the District, employees and the community. The parties agree and understand that the responsibility for equal employment opportunity and diversity rests with the District. The District and the Union will cooperate in pursuing a policy of equal employment, diversity and equal promotional opportunity for all employees, in accordance with applicable law, without discrimination or harassment on the basis of ethnicity, religion, race, age, sex, national origin, physical or mental disability, or sexual orientation and exercise and/or alleged denial of Family Care leave rights as defined in state or federal law and District policy.

A copy of the equal employment opportunity/diversity plan shall be sent to CCEU. The Union shall also be provided with subsequent changes and revisions within at least five (5) working days prior to implementation. In any proceedings in which equal employment opportunity/diversity plan changes or revisions are contemplated, the process shall include at least one employee representative of the bargaining unit who is a member of the Union selected by the CCEU Board of Directors.

Neither the District nor the Union shall impose or threaten to impose reprisals on unit members to discriminate or threaten to discriminate against union members, or otherwise to interfere with, restrain, or coerce unit members because of their exercise of rights to form, join and participate in lawful activities of the Union or exercising their right to refuse to join or participate in the lawful activities of the Union.

- 2.2 Alleged violations of this Article will be grievable to the Superintendent/President level of the Grievance Procedure (Section 17.2.2).
- 2.3 Failure to utilize or exhaust the grievance procedure regarding alleged violations of this article shall not compromise or in any manner affect a unit member's ability to pursue relief through state and federal agencies and courts.