

UFF PROPOSAL #2

June 2021

Article 6

Nondiscrimination

This article shall remain unchanged except as to changes and modifications referenced below.

6.1 ~~Statement of Intent~~

A. The University and the UFF fully support all laws intended to protect and safeguard the rights and opportunities of each employee to work in an environment free from any form of discrimination or harassment. The parties recognize their obligations under federal and state laws and rules and regulations prohibiting discrimination or harassment, including required implementation of affirmative action and equal opportunity programs.

B. The University and the UFF affirm their commitment to equal employment opportunities, diversity, and affirmative action. The implementation of affirmative action programs will require positive actions that will affect terms and conditions of employment and to this end the parties have, in this Agreement and elsewhere, undertaken programs to ensure equitable opportunities for employees to receive salary adjustments, tenure, appointment, evaluations, promotion, sabbaticals, and other benefits of employment. This ~~statement of intent~~ is not shall be subject to Article 20, Grievance Procedure and Arbitration.