

1 ARTICLE 3
2 NON-DISCRIMINATION

3 3.1 Neither the District nor the Association shall unlawfully discriminate against
4 any bargaining unit member on the basis of disability, gender, gender identity, gender
5 expression, marital status, age, sexual orientation, nationality, race or ethnicity, religion or any
6 other characteristics contained in the definition of hate crimes at Penal Code section 422.55,
7 nor on the basis of membership or lack of membership in a bargaining unit member
8 organization, nor participation in lawful bargaining unit member organization activities, or
9 refraining from participating in bargaining unit member organization activities.