

**ARTICLE 2
NONDISCRIMINATION**

A. GENERAL PROVISIONS

The provisions of this Agreement shall be applied to all members of the unit within the limits imposed by law or University regulations without regard to age; citizenship; race; color; religious belief or non-belief; marital status; national origin; ancestry; sex; sexual orientation; gender identity; pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy and childbirth); physical or mental disability; medical condition (cancer-related or genetic characteristics); political affiliation; union activity; or service in the uniformed services (including membership, application for membership, performance of services, application for service, or obligation for service).

B. NONDISCRIMINATION IN EMPLOYMENT

1. It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, gender identity, pregnancy, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services. This policy is intended to be consistent with the provisions of applicable State and Federal laws and University policies.

2. Sexual Harassment

The University of California is committed to creating and maintaining a community in which all persons who participate in University programs and activities can work together in an atmosphere free of all forms of harassment, exploitation, or intimidation, including sexual. Specifically, every member of the University community should be aware that the University is strongly opposed to sexual harassment and that such behavior is prohibited by law and by University policy. It is the intention of the University to take whatever action may be needed to prevent, correct, and, if necessary, discipline behavior which violates this policy.

3. Retaliation

University policy also prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment.

4. Complaints

Upon an employee's request, the campus academic affairs office shall provide information regarding applicable policies and procedures for resolving complaints of discrimination, harassment, or retaliation and for pursuing available remedies.