

ARTICLE 3

NON-DISCRIMINATION

A. EQUAL OPPORTUNITY

Neither the University nor the Local Union shall discriminate against any employee covered by this Agreement in a manner which would violate any applicable laws because of race, creed, color, handicap, national origin, age, sex, or veteran status.

B. NO RETALIATION

Neither the University nor the Local Union shall interfere with the right of employees covered by this Agreement to become or not become members of the Union, and there shall be no discrimination against any such employees because of lawful Union membership or non-membership activity or status.