

**ARTICLE 5
NONDISCRIMINATION**

5.1 The Board and the AAUP agree that no bargaining unit member shall be discriminated against because of conduct that is based upon an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, political belief, political affiliation, disability unrelated to perform professionally, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law that excludes an individual from participation, denies the individual the benefits or treats the individual differently, or otherwise adversely affects a term or condition of an individual's employment, education, living environment or participation in a University program or activity. Discrimination includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities. This Section is not subject to the contractual grievance and arbitration procedures. This Section, however, is not intended to limit other avenues of redress available to bargaining unit members, whether internal or external to the University.

5.2 Neither the Board nor the UConn-AAUP shall discriminate against, intimidate, restrain, coerce, or interfere with any terms and conditions of employment of any bargaining unit faculty member because of or with respect to, his or her lawful union activities, including participation in a grievance, or in UConn-AAUP committees or bodies, or because he or she refrains from such UConn-AAUP activities or membership. In addition, there shall be no discrimination against any bargaining unit member in the application of the terms of this Agreement because of membership or non-membership in the AAUP. This Section is subject to the contractual grievance and arbitration procedures.

Tentative Approval

AAUP

_____/_____/_____
Date

University of Connecticut

_____/_____/_____
Date