

**ARTICLE 5**

**NON-DISCRIMINATION**

1. The Board and the UConn-AAUP agree that no bargaining unit member shall be unlawfully discriminated against because of race, color, creed, sex, age, national origin, marital status, religion, ancestry, sexual orientation, political belief, political affiliation, disability unrelated to ability to perform professionally, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, and past or present history of a mental illness), 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 an employment-related University program or activity. Discrimination includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities.

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 National AAUP 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 nonmembership in the AAUP.

**Tentative Approval**

  
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AAUP

12, 14, 2014  
Date

  
\_\_\_\_\_  
University of Connecticut

12, 14, 2016  
Date