

ARTICLE 2
NO DISCRIMINATION

- 2.1 Neither the District nor the Union shall interfere with, intimidate, restrain, coerce, or discriminate against members of the bargaining unit because of the exercise of rights to engage in or refuse to engage in Union activities. The District shall not discriminate against a worker based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, age, sexual orientation, gender identity, union activity or any other legally protected status, or on the basis of these perceived or based on the association with a person or group with one or more of these actual or perceived characteristics.
- 2.2 The District shall not discriminate against any member with regards to the application and administration of the terms of the *Agreement* on the basis of domicile, political affiliation or the exercise of any constitutionally protected right.
- 2.3 The District will not act in any arbitrary or capricious manner in regards to application of the terms of this *Agreement*.