

## ARTICLE 21

### **NON-DISCRIMINATION**

- 21.1 The CSU prohibits discrimination on the basis of Age, Ancestry, Color, Disability, Ethnicity, Gender, Gender Expression, Gender Identity, Genetic Information, Marital Status, Medical Condition, Military Status, Nationality, Pregnancy, Race, Religion, Religious Creed, Sex, Sexual Orientation, Sex Stereotype, and Veteran Status as used herein are consistent with the definitions provided in the CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation (“Non-Discrimination Policy”) or its successors<sup>3</sup>. The Non-Discrimination Policy is formerly known as Executive Order 1096.
- 21.2 An employee, who alleges discrimination, harassment, retaliation or sexual misconduct in violation of the CSU systemwide policy, shall file their complaint under the procedure described in the Non-Discrimination Policy or its successors, if applicable. An employee may, at any time, file a complaint regarding the same incident with the Equal Employment Opportunity Commission and/or the California Civil Rights Department.

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<sup>3</sup> References to “successor” or “superseding” Executive orders and/or Technical Letters in this article shall not be taken as a waiver of APC’s right to request to meet and confer over proposed changes to matters within the scope of representation, and/or on proposed changes that have reasonably foreseeable impacts on matters within the scope of representation.