

**Article 25 – Non-Discrimination**

The Union and the District agrees that all employees shall not be discriminated against in its policies and practices with respect to compensation, terms, or conditions of employment because of an individual's race, color, creed, sex, sexual preference, age, national origin, political or religious affiliations, physical handicap, or activities within the employee's Union or as otherwise stipulated by law and Board Policy.

~~The Association shall represent all classified employees in the school district within the bargaining unit equally and without discrimination. All references to employees covered by this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include both male and female employees.~~

The District will follow all applicable District policies, including GBA – Equal Employment Opportunity and GBNA/GBNA-AR – Hazing/Harassment/Intimidation/Bullying/Menacing Staff as well as federal and state law in providing a discrimination and bullying/harassment\_free work environment.