

District Proposal  
September 30, 2014

*[Handwritten signature]* *ES.*  
9-30-14  
9/30/14

**Article 25 – Discrimination**

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 as well as federal and state law in providing a discrimination and bullying/harassment-free work environment.