

## ARTICLE 2 – NON-DISCRIMINATION

2.1 The parties individually agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee who may be a qualified disabled individual, has status as a protected veteran, who is a victim of domestic violence, sexual assault or stalking, nor because of their military status, age, sex (except where sex or age is a bona fide occupational qualification), sexual orientation, gender identity or expression, genetic information, pregnancy, political affiliation, political belief, marital status, race, national origin, color, creed, religion, immigration status, citizenship, or membership or non-membership in a union. Unlawful harassment, including sexual harassment, is a form of prohibited discrimination and will not be tolerated in the workplace in accordance with University of Washington Executive Order 31 on Nondiscrimination and Affirmative Action.

"Race" is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.

2.3 Complaints:

Employees who feel they have been the subject of discrimination, harassment, or retaliation are encouraged to discuss such issues with their supervisor, administrator, or Human Resource Consultant for local resolution. The employee may also choose to report the incident utilizing the bias reporting tool (Reporting Bias Incidents ([washington.edu](http://washington.edu)) or UW Medicine Bias Reporting Tool | Care Transformation ([washington.edu](http://washington.edu))). The goal of local resolution is to address and resolve problems as quickly as possible and to stop any inappropriate behavior for which a University employee is responsible.

A formal complaint may be filed with the Civil Rights Investigation Office. As soon as possible, the Civil Rights Investigation Office will provide the complainant with an email confirming they have received the complaint. Employees may also file discrimination, harassment or retaliation complaints with appropriate federal or state agencies or through the grievance process in accordance with Article 6 of this Agreement. In cases where an employee files both a grievance and an internal complaint regarding the alleged discrimination, harassment or retaliation the grievance will be suspended until the internal complaint process has been completed. If the investigation exceeds sixty (60) days, the Union may request a status update from Labor Relations ([laborrel@uw.edu](mailto:laborrel@uw.edu)).

In accordance with Executive Order 31, retaliation against any individual who reports concerns regarding discrimination or harassment, or who cooperates with

or participates in any investigation of allegations of discrimination, harassment, or retaliation is prohibited.

- 2.4 The parties also agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee based on political affiliation, political belief or because of the participation or lack of participation in union activities.
- 2.5 Both parties agree that nothing in this Agreement will prevent the implementation of an approved affirmative action plan.
- 2.6 A grievance alleging a violation of this article must be submitted within 180 days of an alleged occurrence.
- 2.7 When a grievance or complaint is filed, the University will implement interim measures as appropriate.

Tentatively Agreed To:

For the Union:

DocuSigned by:  
*Thomas Wray* 10/16/2023  
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For the Employer:

DocuSigned by:  
*Banks Evans* 10/16/2023  
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Date 10/16/2023