

ARTICLE 8

NON-DISCRIMINATION

- 8.1 The CSU prohibits discrimination on the basis of age, disability (physical and mental), race or ethnicity (including color or ancestry), Gender, Gender Identity or Expression, Nationality, Religion, Religious Creed, Sexual Orientation, Genetic Information, Medical Condition, and Veteran or Military status. All terms used herein are consistent with the definitions provided in Executive Order 1096 (Revised), Technical Letters HR 2004-12, HR EEO 2011-02 or their successors.
- 8.2 An employee, who alleges discrimination in violation of a CSU systemwide non-discrimination and/or anti-harassment policy, shall file a complaint under the procedure described in Executive Order 1096 (Revised), or in any superseding executive order, if applicable. An employee may, at any time, file a complaint regarding the same incident with the Equal Employment Opportunity Commission and/or the Department of Fair Employment and Housing in accordance with state and federal law.
- 8.3 IUOE and CSU agree that the intent of Article 8, Section 8.2, is that employees who allege discrimination in violation of CSU's systemwide nondiscrimination policy shall file complaint(s) under the procedure set forth in Executive Order 1096 (Revised), or any succeeding Executive Order. It is understood that such discrimination complaints are not grievable under Article 9, Grievance Procedure.

Whistleblowing

- 8.4 An employee, who wishes to file a disclosure of an improper governmental activity and/or a significant health or safety threat, shall file a complaint under the procedure described in Executive Order 929, or in any superseding executive order, if applicable.
- 8.5 An employee, who alleges suffering of retaliation for making a protected disclosure of an improper governmental activity and/or a significant health or safety threat, shall file a complaint under the procedure described in Executive Order 1058, or in any superseding executive order, if applicable.