

## ARTICLE 27

### NON-DISCRIMINATION

#### Non-Discrimination

- 27.1 The CSU prohibits discrimination on the basis of Age, Disability (physical and mental), Gender (or sex), Gender Identity (including nonbinary and transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color, caste or ancestry), Religion (or Religious Creed), Sexual Orientation, and Veteran or Military Status, consistent with the definitions provided in the Interim CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, Or Retaliation, or its successors.
- 27.2 An employee, who alleges discrimination in violation of a CSU non-discrimination policy, shall file his/her complaint under one of the procedures described in the Interim CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, Or Retaliation, or in any superseding policy, 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.

#### Whistleblowing

- 27.3 An employee, who wishes to file a disclosure of an improper governmental activity and/or a significant health or safety threat, shall file his/her complaint under the procedure described in Executive Order 1115, or in any superseding executive order, if applicable.
- 27.4 An employee, who alleges that he/she suffered retaliation for making a protected disclosure of an improper governmental activity and/or a significant health or safety threat, shall file his/her complaint under the procedure described in Executive Order 1116, or in any superseding executive order, if applicable.