

ARTICLE V

Nondiscrimination

Section 1. Equal Opportunity

The University and the Association affirm their belief in the moral and legal principles supporting an educational, professional and employment environment free of unlawful discrimination. The University and the Association agree that the University must remain a place where there exists the right freely to inquire, teach, discuss, publish, and disseminate the results of inquiry. To these ends, the parties support and pledge themselves to abide by the concepts of non-discrimination and academic freedom. The University is committed to maintaining an environment free of unlawful discrimination based on the list of protected categories and how they are defined as included in Section 3342-5-16 of the University Policy Register. The University affirms its duty to all faculty, as individuals, to hold them to equal standards, and to provide them equality of opportunity, with regard to those individuals' race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.

Section 2. Prohibition against Unlawful Harassment

The University and the Association affirm their belief in the moral and legal principles supporting an educational, professional and employment environment free of unlawful harassment. The University and the Association mutually recognize the deleterious effect that sexual or other unlawful harassment has on the University environment. The University is committed to maintaining an environment free of unlawful harassment based on the list of protected categories and how they are defined as included in Section 3342-5-16 of the University Policy Register.