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RNPA Proposal 2, August 31, 2023

ARTICLE 2 - NO DISCRIMINATION

Section 2.1 - Employment

Neither the County nor the Association shall discriminate ~~(except as allowed by law)~~ against any nurses or applicant for a position as a nurse based on race, age, sex, pregnancy, sexual orientation, sexual preference, and gender identity or expression, color, physical or mental disability, creed, national origin, religion, veteran status, Association activity, affiliations, or political opinions, ~~or sexual preference~~, as protected by law.

Section 2.2 - Association Affiliation

Neither the County nor the Association shall interfere with, intimidate, restrain, coerce, or discriminate against any nurse in the nurse's free choice to participate or join or refuse to participate or join the Association.

Section 2.3 - ~~Affirmative Action~~ Diversity, Equity, and Inclusion

The County and the Association agree to cooperate to achieve equitable representation of women, minorities, and disabled persons at all occupational levels designated by Federal, State and County ~~Affirmative Action~~ goals and timetables, as adopted by the Board of Supervisors.

Section 2.4

The Union and the County jointly support a work environment free from discrimination, harassment and retaliation as required by law.