

## ARTICLE 2 – NO DISCRIMINATION

### Section 2.1 – Employment

Neither the County nor the Union shall unlawfully discriminate ~~(except as allowed by law)~~ against workers because of race, age, sex, color, disability, creed, national origin, religion, Union activity, affiliations, political opinions, or sexual orientation, gender identity, or gender expression.

### Section 2.2 – Union Affiliation

Neither the County, nor the Union, shall interfere with, intimidate, restrain, coerce or discriminate against any worker in his/her free choice to participate or join or refuse to participate or join the Union.

### Section 2.3 – ~~Affirmative Action~~ Diversity, Equity, and Inclusion

The County and the Union agree to cooperate to achieve equitable representation of women, minorities, and disabled 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 – Americans with Disabilities Act

The parties agree to meet as needed to review compliance with the Americans with Disabilities Act.

JA 4/20/23  
@ 11:07AM



4/24/23

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