

## ARTICLE 2 – NO DISCRIMINATION

### County Proposal June 15

#### **Section 2.1 – Employment**

Neither the County nor the Union shall unlawfully discriminate 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 – 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 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.

#### **Section 2.5 – Work Environment**

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

6/20/23  
@ 4:29 pm  
JAN

6/20/23  
J. Dwyer

TA 6/20/23  
M. [Signature]