

ARTICLE 2 – NON-DISCRIMINATION

- 2.1 **Non-Discrimination Policy – State-Federal Law:** It is agreed by the University and the Guild that the University and the Guild are legally obligated to insure non-discrimination in all terms and conditions of employment; and will provide equality of opportunity, consideration and treatment for all employees.
- 2.2 **Non-Discrimination Policy – Guild Membership:** Neither the University nor the Guild shall interfere with the rights of employees covered by this agreement to become or refrain from becoming members of the Guild, and neither shall discriminate against any such employees because of membership or non-membership in any employee organization. This section is not meant to diminish employees' rights to petition for an agency shop in accordance with PERC rules and regulations.