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ARTICLE 5: AFFIRMATIVE ACTION

5.1. Policies
In conjunction with Federal and State laws, regulations, and Executive Orders, the Employer and the Union agree on the need for an affirmative action program to correct and review any inequities in the employment process.

As a federal contractor, the University of Washington maintains an Affirmative Action Program. An affirmative action program is a set of procedures and good faith efforts designed for an employer to promote equal opportunity for the selection and advancement of all qualified individuals.

The Employer shall develop, implement, monitor, and report on an affirmative action program requiring the Employer to make special efforts to recruit, employ, retain, train, and promote, underutilized groups even if that exclusion cannot be traced to particular discriminatory actions by the Employer. The Employer shall also develop, implement, monitor, and report on affirmative action goals for hiring and/or promoting into job classes/categories where the Employer determines under-utilization exists. The Employer shall make no decisions regarding employment based on membership in any protected class.

5.2.

Groups included in the affirmative action program are the protected classes covered by the relevant federal and state regulations.

5.3.

The University maintains an Affirmative Action Program for the purpose of proactively seeking employment and advancement in employment of qualified protected veterans and individuals with disabilities. Upon request, the University of Washington will provide you with the Affirmative Action Plan for protected veterans and individuals with a disability. Submit written requests to Equal Opportunity and Affirmative Action (EOAA) at UW Box 354960; 4320 Brooklyn Ave NE, Seattle, WA 98195-4960; or email at eoaa@uw.edu.~~Affirmative Action Reports. Annually, the Employer will provide the Union with its current affirmative action reports listing placement goals of the University for bargaining unit employees.~~

5.4.

It is agreed by the parties that a bargaining unit member elected or selected by the Union shall be encouraged to take an active interest in affirmative action plans affecting each bargaining unit covered by this Agreement.

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37 Tentatively Agreed To:

38 For the Union: Signed by: Becky K. Stephens 530E07D4212E4C6...

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40 Date: 9/20/2026

For the Employer: DocuSigned by: Catherine Scheid 9BED1964C6434D0...

Date: 9/20/2026

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