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ARTICLE 2: NON-DISCRIMINATION

2.1.

University of Washington Executive Order 81 Prohibiting Discrimination, Harassment, and Sexual Misconduct prohibits discrimination or harassment against a member of the University community because of race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status. ~~The parties individually agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee who may be a qualified disabled individual, has status as a protected veteran, who is a victim of domestic violence, sexual assault or stalking, nor because of their military status, age, sex (except where sex or age is a bona fide occupational qualification), sexual orientation, gender identity or expression, genetic information, pregnancy, political affiliation, political belief, marital status, race, national origin, color, creed, religion, immigration status, citizenship, or membership or non-membership in a union. Unlawful harassment, including sexual harassment, is a form of prohibited discrimination and will not be tolerated in the workplace in accordance with University of Washington Executive Order 31 on Nondiscrimination and Affirmative Action.~~

"Race" is inclusive of traits historically associated or perceived to be associated with race including, but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, such hairstyles as afros, braids, locks, and twists.

2.2. Complaints.

Executive Order No. 81 prohibits discrimination, harassment, sexual harassment, and sexual misconduct and provides procedures for addressing reports and complaints.

Inquiries about Title VI, VII, IX, ADA and Section 504 may be referred to the University's Civil Rights Compliance Office, the U.S. Department of Education's Office for Civil Rights, or both.

To report information or make a complaint about conduct that may constitute discrimination, harassment, or sexual misconduct, make a Civil Rights &Title IX Report, or email or call the Civil Rights Compliance Office.

~~Employees who feel they have been the subject of discrimination, harassment, or retaliation are encouraged to discuss such issues with their supervisor, administrator, or Human Resource Consultant for local resolution. The employee may also choose to report the incident utilizing the bias reporting tool (Reporting Bias Incidents (Washington.edu) or UW Medicine Bias Reporting Tool | Care Transformation (Washington.edu)). The goal of local resolution is to address and resolve problems as quickly as possible and to stop any inappropriate behavior for which a University employee is responsible.~~

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~~A formal complaint may be filed with the Civil Rights Investigation Office. As soon as possible, the Civil Rights Investigation Office will provide the complainant with an email confirming they have received the complaint. Employees may also file discrimination, harassment or retaliation complaints with appropriate federal or state agencies or through the grievance process in accordance with Article 6 of this Agreement.~~ In cases where an employee files ~~both~~ a grievance and an internal complaint regarding the alleged discrimination, harassment or retaliation is filed the grievance will be suspended until the internal complaint process has been completed. ~~If the investigation exceeds sixty (60) days, the Union may request a status update from Labor Relations (laborrel@uw.edu).~~

In accordance with Executive Order ~~31~~81, retaliation against any individual who reports concerns regarding discrimination or harassment, or who cooperates with or participates in any investigation of allegations of discrimination, harassment, or retaliation is prohibited.

2.3.

The parties also agree that they will not engage in any act or practice or pursue any policy which is discriminatory against any employee based on ethnic origin, medical condition, political affiliation, political belief, military status, immigration status, status as a whistleblower, or because of the participation or lack of participation in union activities. Allegations of violations of this section will be reported to UW Human Resources.

2.X The parties further agree that they will not engage in any practice or pursue any policy which discriminates against any employee based on their status as a victim of domestic violence, sexual assault, stalking, or hate crime per RCW 49.76.115. Allegations of violations of this section shall be reported through a Worker's Rights Complaint through the Department of Labor and Industries.

2.4.

Both parties agree that nothing in this Agreement will prevent the implementation of an approved affirmative action plan.

2.5.

A grievance alleging a violation of this article must be submitted within 90 days of an alleged occurrence. The grievance must contain the information required by Article 6.5 of this contract to be scheduled at any step of the grievance process.

2.6.

When a grievance or complaint is filed, the University will implement interim measures as appropriate.

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Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026