

**ARTICLE 8  
NONDISCRIMINATION**

**Section 1.** The University and the Union shall not discriminate nor tolerate discrimination on the basis of race, ethnicity, religion, gender, gender identity, gender expression, age, national origin, marital status, sexual orientation, disability, or any other extraneous considerations, not directly and substantially related to effective performance.

**Section 2.** The University will not discriminate against a GTF on the basis of Union membership, non-membership or activities.

**Section 3.** The University and the Union agree to abide by federal and state laws and regulations for affirmative action in all terms and conditions of employment.

~~**Section 4.** Upon request by the Union, the University agrees to provide the Union all available data (at cost) and all published data (without cost) pertaining to the gender, ethnicity and citizenship of graduate students and GTFs.~~