

[2007-2011 Collective Agreement between Rutgers University and the AAUP-AFT]

IV - NONDISCRIMINATION

In the application of provisions of this Agreement or University regulations and policies affecting terms and conditions of employment, there shall be no discrimination by the University or the AAUP-AFT against any member of the bargaining unit because of race, creed, color, sex, religion, national origin, ancestry, marital status, civil union status, domestic partnership status, familial status, age, disability or atypical hereditary cellular or blood trait, genetic information, refusal to submit to a genetic test or make available the results of a genetic test, veteran status, affectional or sexual orientation, gender identity or expression, membership or non-membership in or activity on behalf of or in opposition to the AAUP-AFT. These terms shall have the meaning as defined by the NJLAD on the effective date of the contract.

Grievances in respect to this provision applicable to Article IX shall be heard as Category Two grievances.