

## University Proposal 6/3/11

### II - NONDISCRIMINATION

There shall be no **unlawful** discrimination by Rutgers or the PTLFC-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, **autism spectrum disorder**, 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 PTLFC-AAUP-AFT. These items shall have the meaning as defined by the New Jersey Law Against Discrimination ~~on the effective date of this Agreement~~ **as of the date of the alleged act of discrimination.**