

Article 27 – Non-Discrimination

The University and the Association agree to not discriminate **illegally** with respect to wages, hours and working conditions based upon: race, ethnicity, color, religion, sex, sexual orientation, ~~including~~ transgender status, or gender expression, national origin, citizenship status, age, disability, marital status, genetic information, veteran's status or membership or non-membership in the Association, **or any other protected class designated by state or federal law.**

A handwritten signature in black ink, appearing to read 'Ann M. Freeman', with a long horizontal flourish extending to the right.

Ann M. Freeman
UMS

A handwritten signature in black ink, appearing to read 'Jim McClymer', written in a cursive style.

Jim McClymer, AFUM