

1 **ARTICLE 25 – NONDISCRIMINATION**

2 **25.1** The District shall not discriminate against any unit member with respect to the  
3 application of any specific provision contained in the Agreement on the basis of race,  
4 color, creed, age, gender, national origin, marital status, medical condition, pregnancy,  
5 sexual orientation, religion, disability, or membership or participation in legal Association  
6 activities.

7 **25.2** Violations of this section shall not be subject to the grievance procedure contained  
8 in the Agreement where the claim is within the jurisdiction of an outside agency such as  
9 the Department of Fair Employment and Housing (DFEH) or Equal Employment  
10 Opportunity Commission (EEOC).

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