

ARTICLE 25

NON-DISCRIMINATION

Non-Discrimination

- 25.1 The CSU prohibits discrimination on the basis of race, religion, ancestry, color, sex, sexual orientation, gender identity, gender expression, genetic information, age (40 and older), disability, veteran status, marital status, pregnancy, medical condition and/or national origin. “Disability” and “medical condition” and “genetic information” as used herein are consistent with the definitions provided in Executive Order 1096, Technical Letters HR 2004-12, HR EEO 2011-02 or its successors.
- 25.2 An employee, who alleges discrimination in violation of a CSU systemwide non-discrimination or anti-harassment policy, shall file their complaint under the procedure described in Executive Order 1096, or in any superseding executive order, if applicable. An employee may, at any time, file a complaint regarding the same incident with the Equal Employment Opportunity Commission and/or the Department of Fair Employment and Housing.

Whistleblowing

- 25.3 An employee, who wishes to file a disclosure of an improper governmental activity and/or a significant health or safety threat, shall file their complaint under the procedure described in Executive Order 929, or in any superseding executive order, if applicable.
- 25.4 An employee, who alleges that they suffered retaliation for making a protected disclosure of an improper governmental activity and/or a significant health or safety threat, shall file their complaint under the procedure described in Executive Order 1058, or in any superseding executive order, if applicable.
- 25.5 The parties agree that CSUEU has the right to file a complaint under Executive Order 1096 (or any superseding Executive Order) alleging discrimination or sexual harassment against more than one CSUEU-represented employee. The CSUEU agrees to identify the employees/grievants when so requested and to identify the alleged harm to those employees/grievants.
- 25.6 CSUEU and CSU agree that the intent of Article 25, Section 25.2, is that employees who allege discrimination in violation of CSU’s systemwide non-discrimination policy shall file complaint(s) under the procedure set forth in Executive Order 1096, or any succeeding Executive Order.
- 25.7 It is understood that such discrimination complaints are not grievable under Article 7, Grievance Procedure, nor are they complainable under Article 8, Complaint Procedure.