

Article 28
NONDISCRIMINATION

- 28.1 The Board shall not discriminate against any faculty employee with regard to the application and administration of the terms of this *Agreement* on the basis of race; ethnicity; national origin; ancestry; color; sex, gender identity, and sexual orientation; physical and mental ability; medical condition; marital status; age; religious creed; military and veteran's status; or any other legally protected status.
- 28.2 The Board shall not discriminate against any faculty employee with regard to the application and administration of the terms of this *Agreement* on the basis of union activity, domicile, political affiliation, or the exercise of any constitutionally protected right.
- 28.3 The Board shall not act in an arbitrary or capricious manner with regard to application of the terms of this *Agreement*.