

**ARTICLE FIVE
ANTI-DISCRIMINATION**

- 5.1 In the application and administration of any provision of this Agreement, the parties will abide by the spirit of affirmative action and, in accordance with state and federal law, will not discriminate against any individual Faculty member by reason of age, race, creed, religion, physical or mental disability as defined by applicable federal law, marital status, color, gender, gender identity, sexual orientation, national origin, pregnancy, genetic information or ancestry, veteran or military status, political belief and/or affiliation, membership or non-membership in the Federation, or on account of any other basis prohibited by law. Nothing in this Agreement shall be construed so as to require the Federation to allow non-members to engage in Federation activities. Interpretation of this Article shall be limited to the express requirements of this Agreement.
- 5.2 Family members of Faculty will be considered for employment at the University on the same basis of any other candidate except when the employment would result in a situation where:
- a. It is likely that either related person will be in a position to influence the salary, advancement, or future work assignments of the other
 - b. The related persons would have related work assignments, e.g., one could be responsible for checking or reviewing the work of the other.
 - c. The related persons would work in the same academic program.
 - d. One of the related persons would work in an area dealing with very sensitive information.
 - e. One of the related persons would report directly to the President.