

ARTICLE 19

NON-DISCRIMINATION

Non-Discrimination

- 19.1 The CSU prohibits discrimination on the basis of Age, Disability (physical and mental), Race or Ethnicity (including color or ancestry), Gender, Gender Identity or Expression, Nationality, Religion, Religious Creed, Sexual Orientation, Genetic Information, Medical Condition, and Veteran or Military Status. All terms used herein are consistent with the definitions provided in Executive Order 1096 Revised, Technical Letters HR 2004-12, HR EEO 2011-02 or its successors.
- 19.2 An employee, who alleges discrimination in violation of a CSU systemwide non-discrimination and/or anti-harassment policy, shall file his/her complaint under the procedure described in Executive Order 1096 Revised, 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 in accordance with state and federal law.

Whistleblowing

- 19.3 An employee, who wishes to file a disclosure of an improper governmental activity and/or a significant health or safety threat, shall file his/her complaint under the procedure described in Executive Order 929, or in any superseding executive order, if applicable.
- 19.4 An employee, who alleges that he/she suffered retaliation for making a protected disclosure of an improper governmental activity and/or a significant health or safety threat, shall file his/her complaint under the procedure described in Executive Order 1058, or in any superseding executive order, if applicable.