

## ARTICLE 21

### NON-DISCRIMINATION

- 21.1 The CSU prohibits discrimination on the basis of race or ethnicity, religion, nationality, gender, sexual orientation, gender identity or expression, genetic information, marital status, age, disability, or veteran or military status. “Disability” and “genetic information” as used herein are consistent with the definitions provided in Executive Order 1096 Revised, Technical Letters HR 2004-12, HR EEO 2011-02 or their successors<sup>3</sup>.
- 21.2 An employee, who alleges discrimination, harassment, retaliation or sexual misconduct in violation of the CSU systemwide 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.

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<sup>3</sup> References to “successor” or “superseding” Executive orders and/or Technical Letters in this article shall not be taken as a waiver of APC’s right to request to meet and confer over proposed changes to matters within the scope of representation, and/or on proposed changes that have reasonably foreseeable impacts on matters within the scope of representation.