

- 4.1 Recognizing that all members of the bargaining unit are entitled to a safe, harassment-free work environment, the Board and the Union agree to comply with all applicable provisions of Title VII and Title IX of the United States 1964 Civil Rights Act, as amended in 1972. The Board and the Union agree expressly not to unlawfully discriminate against any member or prospective member on the basis of ethnic group identification, ancestry, race, color, creed, national origin, religion, sex, age, marital status, sexual orientation or disability protected under the Americans with Disabilities Act.
- 4.2 District, state and federal regulations and procedures shall be followed to address claims of unlawful discrimination. The Grievance Procedure herein may not be used for any claim arising from this Article.
- 4.3 The District shall comply with all applicable state or federal regulations. If such regulations conflict with the District's wages, hours of employment, and/or other terms and conditions of employment, the District shall bring its policies into compliance with applicable law.
- 4.4 The Board agrees to maintain and implement a policy of academic freedom as