

ARTICLE 16

NON-DISCRIMINATION

16.1 The CSU prohibits discrimination on the basis of Age, Ancestry, Caste, Color, Disability, Ethnicity, Gender, Gender Expression, Gender Identity, Genetic Information, Marital Status, Medical Condition, Military Status, Nationality, Pregnancy, Race, Religion, Religious Creed, Sex, Sexual Orientation, Sex Stereotype, and Veteran Status, **including any combination of those characteristics.**

16.X **The CSU shall provide accommodations to employees with disabilities in accordance with state and federal law.**

16.X2 **Provisions 16.1 and 16.X are not subject to the grievance procedure. In lieu of a grievance, an employee, who alleges a violation of a CSU systemwide non-discrimination or anti-harassment policy, shall file their complaint under the procedure described in the Non-Discrimination Policy or any successor policy, if applicable.**

16.2 At either party's request, there shall be a joint statewide committee of CFA representatives and CSU administrators for the purpose of gathering and exchanging information and discussing CFA concerns regarding ~~faculty affirmative action~~/diversity programs and efforts to promote diversity in the CSU. The Committee may issue reports on the status of efforts to promote diversity in the CSU. The Committee may also make recommendations regarding efforts to facilitate the instruction of diverse student populations, which may be considered for future implementation.