

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. Additionally, the CSU prohibits discrimination based on the intersection of two or more of these protected bases, consistent with California law.

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 action¹/diversity programs, **and** efforts to promote diversity **and** campus climate issues 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.

Commented [SG1]: The parties are in agreement on this proposed modification.

Commented [SG2]: The parties are in agreement of the following addition - The CSU shall provide accommodations to employees with disabilities in accordance with state and federal law, but CFA continues to reject 16.X2 that states 16.X will not be subject to the grievance procedure.

Commented [SG3]: The CSU is re-proposing this modification.

Commented [SG4]: The parties are in agreement of the addition of the footnote as modified by CFA on 5/15/26.

Commented [SG5]: The parties are in agreement of this proposed modification.

¹ Current California law prohibits giving any preferential treatment to any individual or group in public employment or public education on the basis of race, sex, color, ethnicity or national origin. As such any language referring to faculty affirmative action will not be implemented, unless the law changes.