ARTICLE XX – EQUALITY OF EMPLOYMENT OPPORTUNITY

A. The Employer and the Union agree that they will, jointly and separately, abide by all applicable state and federal laws against discrimination in employment on account of race, color, religion, national origin, age, sex, gender identity or expression, marital status, veteran’s status, sexual orientation, or disability.

B. There shall be no discrimination by the Employer against any clinician on account of membership in or lawful activity on behalf of the Union, provided, however, the parties understand that any Union activity must not interfere with normal Clinic routine or the clinician’s duties or those of other Clinic employees.