ARTICLE XX – EQUAL EMPLOYMENT OPPORTUNITY

A. The parties agree and support the policy to employ, evaluate, compensate, promote and retain individuals on the basis of qualifications, ability, and performance regardless of race, national origin, age, color, sex, marital status, religious belief, veteran status, political ideology, sexual orientation, gender identity or expression, genetic information, 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.