

ARTICLE 19  
EQUAL EMPLOYMENT OPPORTUNITY

**Section 19.01 - Policy.** Management and the Union agree that pursuant to Federal Statutes and EEOC regulations in all matters concerning employment, no discrimination shall be tolerated on the basis of age, sex, race, religion, qualified disabling condition, color, national origin, marital status or political affiliation in any matter relating to employment. Management shall provide Affirmative Action Programs where there is a manifested imbalance or conspicuous absence in protected EEO groups and promote full realization of equal employment opportunity through a positive and continuing effort. Such efforts shall include the eradication of offensive remarks in the workplace relating to age, sex, race, religion, qualified disabling condition, color, and/or national origin.

Employees who allege discrimination or anyone who participates in the presentation of such complaints, such as the EEO Counselor, shall be free from restraint, interference, coercion, discrimination, or reprisal.

\* Although not covered by Federal statute or EEOC regulation, Management and Union agree that no discrimination will be tolerated on the basis of sexual preference and/or orientation.

**Section 19.02 - Affirmative Action.** Management shall conduct a continuing campaign to eliminate discrimination and/or prejudice from its personnel practices and policies, and employment conditions consistent with this Agreement. Programs shall include, but not be limited to, implementation of the following objectives and goals:

- (1) Overcoming manifest imbalances and conspicuous absences of minority groups and women in grade levels, occupations, and organizational units within the work force;
- (2) Providing upward mobility opportunities for clerical and other support personnel into occupations with greater potential for career advancement; and
- (3) Where applicable, providing reasonable accommodations for qualified disabled employees pursuant to Article 32 of this Agreement.

Management shall develop an Affirmative Action Plan in accordance with law and regulation. A complete copy of the adopted plan shall be provided to affected Locals.