

**ARTICLE 6 – NON-DISCRIMINATION**

Section 6.1 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to race, color, religion, sex, pregnancy, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, veteran's status, medical condition, sexual orientation or gender identity, expunged juvenile record, genetics, political or union affiliation and/or other protected status unrelated to job performance. Each party shall share, within the limits of their responsibility, the application of this provision of the Agreement.

Section 6.2 The City and COBEA agree not to discriminate against any employee for their activity or non-activity on behalf of, or membership in, COBEA.

Section 6.3 All references to any individuals and all pronouns used in employees or officers in this Agreement are intended to be gender-neutral and non-binary. designate both all sexes, and wherever the male gender is used, it shall be construed to include male and female all employees.

TA 3.21.19  
@ 3:40pm  
Kj Bull

TA 3/21/19  
@ 3:41 PM  
[Signature]