

GTA to GUSD

August 19, 2014

ARTICLE 5 – NO DISCRIMINATION

Section 1. There shall be no discrimination by the Association or the District of any kind against any employee on the basis of race, color, sex, religion, age, national origin, physical handicap, political affiliation, domicile, sexual orientation, or marital status, as provided under Federal and State statutes covering the forgoing. Claims arising under this Article are to be handled under appropriate statutory procedures **rather than the grievance/arbitration provisions** ~~procedures unless the employee chooses the grievance arbitration provisions of this agreement as his or her exclusive remedy. In such case, the employee alone will determine whether the grievance will proceed to Step Three (arbitration) under Article 6.~~ **of this Agreement, unless the employee executes a waiver of the statutory procedures in a form satisfactory to the District and the Association. *An employee may request an informal meeting with the District and a representative of their choice to attempt to resolve the issue before proceeding to other statutory procedures.***

<i>Marcelyn D Bible</i>	<i>8-19-14</i>	<i>Hof Fsh</i>	<i>8/19/14</i>
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Marcelyn Bible, GTA	Date	Howard Friedman, GUSD	Date