

ARTICLE II – EQUALITY OF EMPLOYMENT OPPORTUNITY

The Medical Center and Association shall, in accordance with applicable state and federal laws, not discriminate in employment matters against any nurse on account of age, sex, race, creed, color, national origin, marital status, veteran status, religion, religious beliefs, sexual orientation, or physical or mental handicap not relevant to performance of duties. There shall be no discrimination by the Medical Center against any nurse on account of membership in or lawful activity on behalf of the Association, provided that it does not interfere with normal the Medical Center routine, his/her duties or those of other Medical Center employees. Registered nurses who file a grievance under this article waive their right to file a claim with administrative agencies (i.e., BOLI) and registered nurses who file a claim with any administrative agency waive their right to file a grievance under this article.