

**ARTICLE XIX
NON-DISCRIMINATION**

Pursuant to Federal and State Laws, the District and the Association agree not to discriminate against any employee based upon age, race, color, creed, national origin, sex or sexual orientation, marital status, or political or professional affiliation and to have due regard for employees' rights as citizens. Claimed violations of this article are to be processed under appropriate Federal or State agency procedures rather than the procedures provided for in Article X. Claimed violations in the specific areas mentioned above which do not fall under the jurisdiction of Federal or State agencies may be processed through the grievance procedures of this contract.