

**ARTICLE XVII**  
**NON-DISCRIMINATION**

Neither the District nor the Association shall unlawfully discriminate against any unit member with respect to the application of any specific provisions contained in the negotiated agreement on the basis of race, color, creed, age, gender, national origin, marital status, pregnancy, sexual orientation, religion, political affiliation, disability, or professional affiliation. Violations of this section shall not be subject to the grievance procedure contained in this agreement if the claim is within the jurisdiction of an outside agency such as the Department of Fair Employment and Housing (DFEH) or Equal Employment Opportunity Commission (EEOC).