## SECTION 3: NO DISCRIMINATION

The City and Union agree that they will not discriminate against employees covered by this Agreement in a manner which would violate any applicable laws ~~based on race, creed, color, ethnicity, ancestry, religion, political affiliation, gender, sexual orientation, age, national origin, marital or domestic partner status, gender identity or gender expression, parental status, pregnancy, disability or medical condition, Acquired Immune Deficiency (AIDS/HIV) or AIDS related condition, or~~ due to any ~~any other~~ status protected by applicable state or federal law, or protected Union activity. Furthermore, the City and Union agree to comply with all applicable federal, state and local laws pertaining to nondiscrimination and equal employment opportunity.

The City of Berkeley Harassment Prevention Policy and Sexual Harassment Policy, as may be amended from time to time to comply with applicable state or federal law, is available on-line on the City’s IntraWeb at CITY OF BERKELEY (berkeleyca.gov) ~~http://www.ci.berkeley.ca.us/~~, in the Department of Human Resources, or by contacting the City’s Equal Employment Opportunity and Diversity Officer.