**City Counter-Proposal to Union Proposal #22**

9/16/2024

## SECTION 3: NO DISCRIMINATION

The City and Union agree that they will not discriminate against **or harass** employees **covered by this Agreement in a manner which would violate any applicable laws, including laws prohibiting discrimination or harassment**  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 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.

**In an investigatory meeting with a complainant under this policy, the complainant may request the presence of a shop steward or union representative. Such request may not be unreasonably denied.**

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.

Tentative Agreement

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Jonathan Holtzman Nato Green

Date: Date:

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Aram Kouyoumdjian Allison Reimer

Date: Date:

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Julio Corral

Date:

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Jose Guerrero

Date:

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Arcata Griffin

Date:

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Julia Wiswell

Date:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Jamie Cooney

Date:

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Danielle Hall

Date:

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Nico Ledwith

Date:

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Christina Rea

Date: