

ARTICLE 4: FAIRNESS IN EMPLOYMENT AND NO HARASSMENT/DISCRIMINATION

- 4.01 The Board and the Association agree that there shall be no discrimination, interference, restriction or coercion exercised or practiced with respect to any member of the bargaining unit in any matter with regard to conditions of employment as provided in this Agreement by reason of race, creed (i.e. religious affiliation or belief), colour, age (except for retirement as provided for in this Agreement), sex, sexual orientation, marital status, nationality, ancestry, political affiliation, family relationship, physical handicap (except where the handicap seriously impedes the carrying out of required duties) nor by reason of membership/non-membership or activity/lack of activity in the Association. Where members participate in contributory benefit schemes, they shall be subject to the terms and provisions of such schemes.
- 4.02 No member of the bargaining unit shall take part in formal discussions or determinations regarding the individual terms and conditions of employment of a family member (pursuant to Article 2).
- 4.03.1 When a private meeting is requested where either party is concerned about the potential of harassment or discrimination, each has the right to have a third party present.
- 4.04 Lakehead University's Harassment and Discrimination Policy and Procedures (September 16, 1994 revised February 28, 2008) is attached for information only. The Board undertakes to negotiate with the Association any proposed changes to the Harassment and Discrimination Policy and Procedures which may affect members. The parties agree the Vice-President (Administration & Finance) shall ensure the Harassment and Discrimination Policy and Procedures and/or any further revisions are followed in a fair and consistent manner.
- 4.05 Lakehead University's Faculty Employment Equity Policy (April 1991) is attached for information only. The Board undertakes to negotiate with the Association any proposed changes to the Faculty Employment Equity Policy which may affect members.