## ARTICLE II

NON-DISCRIMINATION AND AFFIRMATIVE ACTION

A. There shall be no discrimination against any bargaining unit member or against any applicant for employment by reasons of race, creed, marital status, color, age, sex, religion, national origin, citizenship, relationship with any other persons employed by the University, sexual or affectional orientation, membership in or activity on behalf of AAUP except as provided in Article XXI (Agency Rights) or use of the grievance procedure, or any other category protected by New Jersey or Federal law. All advertisements for bargaining unit positions shall contain the following statement: Rider is an equal opportunity/ Affirmative Action employer, committed to developing and sustaining a diverse workplace, and does not discriminate on the basis of age, race, sex, sexual orientation, national origin, religion, or any other non-job related criteria.

B. There shall be a standing Affirmative Action Committee chaired by the University’s Affirmative Action Officer. It shall consist of three administrative members appointed each September by the Provost and three bargaining unit members appointed by the UAPC.

The Committee shall research best practices in higher education for recruiting and retaining faculty from under-represented populations, make recommendations to Human Resources, and participate in the development of training that will help departments recruit and retain faculty from under- represented populations.

C. Grievances arising under Section (A) of this Article may be processed through the grievance procedure set forth in Article XXII and may be referred to outside arbitration.

Grievances arising under Section (B) of this Article may be processed through the first two steps of the grievance procedure set forth in Article XXII, but may not be referred to arbitration. However, complaints alleging a failure to adhere to the procedures set forth in Section (B) of this Article may be submitted to outside arbitration. A grievant may not file a complaint on affirmative action with a government agency simultaneously with pursuing a grievance under Article XXII unless failure to do so would mean loss of the right to file such a complaint.