

ARTICLE 3
NO DISCRIMINATION

Neither Temple nor TAUP shall discriminate against or in favor of any employee because of race, color, creed, marital status, sexual orientation, national origin, political belief, political affiliation, sex, age, TAUP membership or non-membership. Neither party shall discriminate against an individual with a disability who, with reasonable accommodation, can perform the essential functions of the job or activity in question. Before filing any grievance alleging a violation of this Article, TAUP shall inform the individual of the university processes for handling complaints of discrimination and encourage the individual to take advantage of those processes. If the individual takes advantage of the university's internal complaint procedures, the grievance will be held in abeyance pending the conclusion of the internal complaint procedure.