

ARTICLE 16

NON-DISCRIMINATION

- 16.1 The CSU prohibits discrimination, including harassment, because of any protected status: i.e., age, disability (physical or mental), gender (or sex), gender identity (including transgender), gender expression, genetic information, marital status, medical condition, nationality, race or ethnicity (including color or ancestry), religion (or religious creed), sexual orientation, sex stereotype, and veteran or military status;

All terms used herein are consistent with the definitions provided in Executive Order 1096 (Revised).

- 16.2 An employee who alleges a violation of the CSU systemwide policy discrimination, harassment or retaliation (for reporting, opposing, or participating in an investigation or proceeding involving discrimination or harassment) shall file his/her complaint under the procedure described in Executive Order 1096 (Revised), or in any superseding executive order, if applicable.

- 16.3 An employee may, at any time, file a complaint regarding the same incident giving rise to his/her discrimination/harassment/retaliation complaint with the Equal Employment Opportunity Commission and/or the Department of Fair Employment and Housing.

Whistleblowing

- 16.4 An employee who wishes to file a disclosure of an improper governmental activity and/or a significant health or safety threat, shall file his/her complaint under the procedure described in Executive Order 929, or in any superseding executive order, if applicable.

- 16.5 An employee who alleges that he/she suffered retaliation for making a protected disclosure of an improper governmental activity and/or a significant health or safety threat, shall file his/her complaint under the procedure described in Executive Order 1058, or in any superseding executive order, if applicable.