PREAMBLE
This Agreement is entered into pursuant to Sections 3540-3549 of the California Government Code between the Claremont Unified School District (hereinafter referred to as "District") and Claremont Faculty Association, an affiliate of California Teachers Association, an affiliate of National Education Association (hereinafter referred to as "Association").

NON-DISCRIMINATION
The District shall not, in administering the specific provisions in this Agreement, discriminate against any member of the bargaining unit because of race, color, religion, age, sex, sexual orientation, marital status, ethnic origin, or by reason of being disabled. The term “spouse” in this contract shall include “registered domestic partner.”

Issues involving charges of discrimination are subject to the grievance procedure, except as noted in the individual articles of this Agreement, provided that the member of the bargaining unit alleging the violation has exhausted all District procedures and channels to resolve the matter. However, the grievance procedure shall not be used if the member selects to bring the issue involving charges of discrimination before another forum or court of competent jurisdiction.