

ARTICLE 2 -NO DISCRIMINATION

GLS shall not discriminate against any person because of race, color, creed, religion, gender, national origin, disability, sexual orientation, genetic information, immigration status or union membership. GLS will make reasonable accommodations for individuals with known disabilities.

ARTICLE 3 - NO SEXUAL OR UNLAWFUL HARASSMENT

Section 1: GLS is committed to providing a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive or disruptive including sexual harassment. Actions, words, jokes or comments based on an individual's sex, race, color, creed, religion, national origin, disability, sexual orientation, genetic information, Union membership, immigration status or any other legally protected characteristic shall not be tolerated. GLS will not tolerate unlawful discrimination or harassment in the workplace. Sexual harassment is defined as unwanted sexual advances or visual, verbal or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex or gender as the harasser.

Section 2: Unwelcome conduct based on sex, race, color, creed, religion, national origin, disability, sexual orientation, genetic information, Union membership, immigration status or any other legally protected characteristic that interferes with an employee's job performance or creates an intimidating, hostile or offensive working environment is prohibited. Such conduct may include sexual propositions or innuendos, suggestive comments, teasing or jokes based on race, gender, disability, religion or any other legally protected category, obscene or offensive language or gestures, display of obscene or offensive materials, or physical conduct. It is also a violation for a supervisor or anyone in a position of authority to base any employment decision on submission to or rejection of unwelcome sexual advances or requests for sexual favors, or on impermissible factors such as race, disability, religion or any other legally protected category.

Section 3: Employees must promptly report discrimination and harassment. Employees who have been the victim of discrimination or harassment, or have witnessed discrimination or harassment, must notify their supervisor or the Executive Director as soon as reasonable. The employee may also seek Union assistance. In addition, GLS encourages employees to tell a harasser to stop, and that his or her behavior is unwelcome and offensive. GLS forbids retaliation against employees because they have made a good faith report of discrimination or harassment or participated in an investigation of a discrimination or harassment complaint.

Section 4: GLS shall conduct a prompt and appropriate investigation of each discrimination or harassment complaint. If discrimination or harassment is determined to have occurred, GLS shall take steps to stop the discrimination or harassment, and will take disciplinary action against the person responsible, which may include immediate termination of employment.