

ARTICLE XV. RECOGNITION OF DISTRICT AFFIRMATIVE ACTION POLICY

SECTION A. Non-Discrimination

1. There shall be no unlawful discipline or discrimination during the employment of any person because of such person's age, sex, marital status, race, creed, color, national origin, domicile, political activity or lack thereof, or the presence of any sensory or physical handicap.
2. The private and personal life of an employee is not within the purview of this Agreement except when said private and personal life affect the employee's job performance, or when the employee commits acts of sexual or physical misconduct or other criminal acts. The parties agree to comply with State/Federal anti-discrimination laws.

ARTICLE XVI. ENTIRE AGREEMENT CLAUSE

All rights, duties, and functions of management not specifically limited by this Agreement shall remain within the authority of management provided that any substantial change in terms and conditions of employment shall be negotiated with the Union pursuant to RCW 41.56.