

## Article 7 – Non-Discrimination

UVMMC and the VFNHP agree not to harass or discriminate against any bargaining unit employee because of race, color, religion, national origin, sex, sexual orientation, gender identity or expression, ancestry, place of birth, age, disability, HIV status, military service or status as a military veteran as defined under applicable law, marital status, political views, protected VFNHP activities/membership, or on any other characteristic protected by law.

UVMMC will provide training for all bargaining unit employees on responding to discriminatory acts or statements made by patients or other employees. In person or remote interactive sessions will be available for these trainings.