

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~~ **defined** in Executive Order 1096 (Revised) or any successor Executive Order.

16.2 An employee who alleges a violation of the CSU systemwide policy **prohibiting** discrimination, harassment or retaliation (for exercising rights; reporting or opposing protected conduct; assisting or participating in an investigation or proceeding; or assisting someone in reporting or opposing a violation involving discrimination or harassment) shall file their 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 their 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 make** a **protected** disclosure of an **alleged** improper governmental activity and/or a significant health or safety threat **that has occurred or is occurring at the CSU**, shall file their complaint under the procedure described in Executive Order ~~929~~ **1115**, or in any superseding executive order, if applicable.

16.5 An employee who alleges that they suffered retaliation for making a protected disclosure of an improper governmental activity and/or a significant health or safety threat **that has occurred or is occurring at the CSU**, shall file their complaint under the procedure described in Executive Order ~~1058~~ **1116**, or in any superseding executive order, if applicable.