

**SAN DIEGO EDUCATION ASSOCIATION
PROPOSAL TO
THE SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA PROPOSAL PASSED TO SDUSD JUNE 22, 2017
SDUSD COUNTER PROPOSAL PASSED TO SDEA JULY, 13 2017
SDEA COUNTER PROPOSAL PASSED TO SDUSD JULY, 13 2017**

ARTICLE 27. NON-DISCRIMINATION

Section 27.1: NON-DISCRIMINATION

Consistent with state and federal law, neither the District nor the Association will, in the implementation of this Agreement, discriminate against or harass any unit member because of such individual's race or ethnicity, creed, color, age, gender, gender identity, gender expression, sexual orientation, religion, nationality-origin, physical handicap disability, or any other protected class, for participation or non-participation in Association activities.

Section 27.2: RESOURCES TO SUPPORT NON-DISCRIMINATION

The district will provide the necessary professional development, training and resources for educators to succeed in ensuring that all students are protected from harassment and discrimination regardless of actual or perceived attribute that includes but is not limited to race or ethnicity, age, gender, gender identity, gender expression, sexual orientation, religion, nationality, disability, or any other protected class.

FOR SDEA

FOR SDUSD

Carlos H. Mejia
Executive Director

Jessica Falk Michelli
Executive Director | Labor Relations

Lindsay Burningham
President

Acacia Thede
Executive Director | Human Resources

Date: _____

Date: _____

SDEA reserves the right to add to; delete from or otherwise alter, amend, modify its proposals in whole or in part at any time during these negotiations