

**San Diego Unified School District
Proposal To The
San Diego Education Association
Successor Collective Bargaining**

**SDEA Proposal Passed June 22, 2017
District Counter Proposal Passed July 13, 2017
SDEA Proposal Passed July 13, 2017
District Proposal Passed September 7, 2017- Corrected Copy**

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, nationalitynational origin, religion physical handicapdisability, or any other protected class, for participation or non-participation in Association activities.

Section 27.2. SAFE LEARNING ENVIRONMENT

The District and the Association are committed to will providing all students the necessary professional development, training and resources for educators to succeed in ensuring that all students are protected from harassment and discrimination regardless of sex, sexual orientation, gender identity, ethnic group identification, race, national origin, religion, color, or mental or physical disability, with a safe learning environment where everyone is treated with respect and no one is physically or emotionally harmed based on an actual or perceived attribute that includes but is not limited to race, religion, national origin, ethnic group identification, mental or physical disability, or any other distinguishing characteristics through professional development, training, and resources for educators.

The District reserves the right to modify, amend, delete, or add to its proposals throughout the course of the negotiations. Language written in italics is intent language and will not be included in contract language.