


TENTATIVE AGREEMENT

**18.3 Nondiscrimination Clause**

The provisions of this Agreement shall be applied without regard to race, creed, religion, ethnic origin, domicile, sexual orientation, gender identity, or political affiliation; or because of the person's age, disability, gender, marital status, changes in marital status, pregnancy, or parenthood when the reasonable demands of the position do not require distinction on the basis of age, disability, gender, marital status, changes in marital status, pregnancy, or parenthood.

  
Ivory McDaniel-Ilgenfritz. Date  
District Chief Spokesperson

  
Mary Ward. Date  
ESSA Spokesperson