

#### **ARTICLE IV - NON-DISCRIMINATION**

The Board and the Union do not and will not discriminate on the basis of Union affiliation. Any alleged violation of this Article shall be processed through the arbitration step of the grievance procedure set forth in this Agreement, provided the Union and individual grievant(s) shall waive all rights to assert such alleged discrimination and/or seek relief therefore pursuant to the Illinois Educational Labor Relations Act. In the absence of such a waiver, the parties agree that the arbitration step of the grievance procedure shall not be available; it being the intent of the parties that there be but one (1) avenue utilized if the parties are unable to reconcile their differences at or prior to the appeal of the grievance to the College President.