



Bargaining Proposal—2019

Proposal Number: U43

Date: March 12, 2019 Time: 1:47pm

ARTICLE E.1 NON-SEXIST ENVIRONMENT

1. A non-sexist environment is defined as that in which there is no discrimination against ~~females or males~~ **employees** by portraying them in gender stereotyped roles or by omitting their contributions.
2. The employer does not condone and will not tolerate any written or verbal expression of sexism. In September of each school year the employer and the local shall jointly notify administrative officers and staff, in writing, of their commitment to a non-sexist environment.
3. The employer and the local shall promote a non-sexist environment through the development **of anti-sexist educational programs, activities, and learning resources** ~~integration, and implementation of non-sexist educational programs, activities, and learning resources for~~ both staff and students **and their integration and implementation.**

Any and all superior provisions contained in the previous Collective Agreement shall remain part of the Collective Agreement.

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA