

**30.03 Non-Discrimination Clause.**

In a desire to restate their respective policies, neither the Company nor the Union shall discriminate against any employee because of such employee's race, color, religion, sex, *sexual orientation*, national origin, age, *disability or veteran status*.

**30.04 Effect on Employment.**

Affiliation or non-affiliation with any labor organization is a matter solely for the decision of the employees; the decision of an employee in this matter will not affect his/her employment or advancement with the Company.