

## **Vireo Harassment and Trans/NB TAs 10/17**

### **23.3 Harassment**

The Employer agrees that it will not permit harassment in the workplace based on any characteristic protected by federal, state or local law or ordinance. The Union will cooperate with the Employer's efforts under this Section.

### **23.3 Transgender and Non-Binary Employees**

If any employee is transgender, non-binary, or intends to or is going through a transition in gender identity (with or without surgery or therapy) and makes a request, the Employer, upon request from the employee, will cooperate with the Employee's request to make such transition known, if the Employee so desires.

The Employer will make all reasonable efforts to use correct names and pronouns. All public facing mediums, including things like schedules, nametags, lockers, or other publicly posted communications will display the covered employee's preferred names and pronouns.

The Employer will work with employees covered under this section to ensure that they have access to an appropriate restroom.

Employees have a duty to inform Human Resources of such changes. Employees have a duty to inform the employer of such preferences and to wear their nametags while on duty.