~~SECTION~~ **ARTICLE** TWENTY-FIVE

EQUAL OPPORTUNITY

~~1.~~ **Section 1.** The Company agrees to its non-discriminatory policy offering equal opportunities for available jobs to qualified employees without regard to sex, race, ethnicity, religion, color, pregnancy, national origin, age, veteran status, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, mental or physical disability, **medical condition**, **or any other category for which statutory protection is provided** so long as the essential functions of the job can be performed with or without reasonable accommodation.

~~1-A.~~ **Section 1-A.** Neither the Company nor the Union, in carrying out their obligations under this Agreement, shall discriminate in any manner whatsoever against any employee because of sex, race, ethnicity, religion, color, pregnancy, national origin, age, veteran status, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, **medical condition,** mental or physical disability.

~~2.~~ **Section 2.** References in this Agreement to the masculine gender shall include the feminine gender.