ARTICLE XI

AFFIRMATIVE ACTION PROGRAMS

Consonant with the other provisions of this Agreement, the Board, and the MSP agree they shall cooperate with each other in the implementation of any affirmative action program as required by federal or state laws, regulations, guidelines and policies and/or as adopted by the Board and in effect during this Agreement.

Accordingly, the Board and the MSP agree that every effort will be made to assure equality of opportunity in all aspects of employment, including recruitment, selection and placement, wages, training and promotion, termination, and other terms and conditions of employment, without regard to race, color, national origin, religion, sex, age, marital status, handicapped, sexual orientation, gender identity, or veteran status.