

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
IMPERIAL VALLEY COMMUNITY COLLEGE DISTRICT  
AND  
IMPERIAL VALLEY COLLEGE FACULTY ASSOCIATION CCA/CTA/NEA**



This Memorandum of Understanding ("MOU") is entered into by and between the Imperial Community College District (hereinafter referred to as "District") and the Imperial Valley College Faculty Association CCA/CTA/NEA (hereinafter referred to as "IVCFA") (hereinafter collectively referred to as the "Parties"), and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement ("CBA"). The purpose of this Memorandum of Understanding serves to amend Article 22 (Non-Discrimination) of the current Collective Bargaining Agreement (CBA) to ensure compliance with state requirements for workplace and educational environment free from discrimination.

**TERMS**

The parties agree to amend Article 22 to read as follows:

The Imperial Valley College District will comply with state and federal statutes regarding nondiscrimination. The provisions of this article are not subject to Article 12, the grievance procedure. Complaints of alleged violations of this Article may be processed through Board Policies and Administrative Procedures or other procedures provided by statute. Complaints of alleged violations of this article may be processed with the assistance of the Association.

The District, and each individual who represents the District, shall provide access to its services, classes, and programs without regard to national origin, immigration status, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, military and veteran status, or because he/she/they are perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

 _____	2/14/2024 _____	 _____	2/14/24 _____
For the District	date	For the Association Steven Cauchon	date