

#### Article 1.6 NON-DISCRIMINATION

Following the Nova Scotia Human Rights Act, in the hiring and employment of its Employees, the University shall not discriminate among them on the basis of the following prohibited grounds: age (except as required to operate a bona fide retirement or pension plan, or under the terms or conditions of a bona fide group or employee insurance plan); race; colour; religion; creed; sex; sexual orientation; physical disability or mental disability (except where the nature and extent of the physical disability or mental disability reasonably precludes performance of a particular employment or activity); an irrational fear of contracting an illness or disease; ethnic, national or aboriginal origin; family status; marital status; source of income; political belief, affiliation or activity; association with another individual or class of individuals having characteristics referred to above.