

ACC AFT Code of Conduct

Purpose:

ACC AFT is committed to providing a positive and respectful environment that is free of discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic prohibited by law. As such, ACC AFT will not tolerate discriminatory, harassing or otherwise unacceptable behavior in the workplace or at any of its activities, events, or meetings, even if the conduct has not risen to the level of a violation of law. ACC AFT expects everyone in the workplace and those who participate in any of its activities, events, or meetings to abide by this Code of Conduct.

Definitions:

A. Discrimination

Discrimination against an individual because of a person's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law is illegal discrimination.

B. Harassment

Harassment is a form of discrimination that can take many forms, including physical contact, verbal comments, written communications, or other unwelcome conduct. It may include, but is not limited to, actions such as the use of epithets, slurs, negative stereotyping, jokes or threatening, intimidating or hostile acts that relate to sex, race, age, disability, or other protected categories. Harassment may also include written or graphic material that denigrates or shows hostility toward an individual or group based on protected characteristics, whether that material is sent by email or placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of the activity, event, or meeting.

C. Sexual Harassment

Sexual harassment is a form of sex discrimination. It can take many forms, including physical contact, verbal comments, written communications, or other conduct. Sexual harassment does not have to be sexual in nature; non-sexual contact, comments or conduct can still—depending on the circumstances—create an intimidating, offensive or harassing and discriminatory environment or experience.

Expected Behavior:

ACC AFT is a democratic organization that values open and vigorous discussion of the issues facing ACC AFT, our members, working people and the labor movement. This Code of Conduct is not intended to restrict free and open debate, but rather is concerned with preventing unacceptable behavior.

ACC AFT expects everyone in the workplace and all participants in ACC AFT activities, events, or meetings to conform to the following Code of Conduct:

- Respect others and their views.
- Recognize and value individual differences.
- Do not engage in aggressive, bullying, or intimidating behavior.
- Do not engage in discriminatory or harassing behavior.

If Subject to Unacceptable Behavior:

Prior to the start of ACC AFT activities, events, or meetings with non-staff participants (affiliate leaders, staff, or members; partner organizations; employer representatives; public officials; etc.), attendees will be informed of this Code of Conduct, and the ACC AFT designee to whom complaints may be directed will be identified for all attendees. If you are subject to what you believe is unacceptable behavior under this Code of Conduct, or witness such behavior, please inform the ACC AFT designee immediately. If that person is not available, you may inform any other ACC AFT manager or officer, who will work with the ACC AFT designee to respond to the complaint.

ACC AFT takes these complaints seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the ACC AFT activity, event, or meeting. Additionally, where appropriate, ACC AFT may inform the alleged offender's affiliate or employing entity of the offending behavior and complaint or initiate disciplinary proceedings for those who hold a position subject to discipline by ACC AFT. If needed or requested, a ACC AFT designee will help complainants contact security or local law enforcement, provide escorts, or otherwise assist complainants experiencing unacceptable behavior to feel safe for the duration of the activity, event, or meeting.

Any ACC AFT staff person who is subject to unacceptable behavior should contact the ACC AFT President's office at David.albert@accافت.org

Any complaint brought to ACC AFT's attention will be treated confidentially to the extent possible to properly assess the situation. ACC AFT will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

ACC AFT will not tolerate retaliation against any individual who complains of unacceptable behavior under this Code of Conduct. ACC AFT will take every step necessary and appropriate to ensure that retaliation does not occur, and if it believes that retaliation has occurred, ACC AFT will take immediate action to stop the retaliation.