



CONVENTION CODE OF CONDUCT

The ATU's Obligation requires each member to "be considerate of others in word and action" and to "never discriminate against a fellow worker on account of race, religion, color, creed, sex, sexual orientation, gender identity or expression, age, disability, citizenship, or national origin." Consistent with our Obligation, we are committed to ensuring that the 60th International Convention is free from discrimination and harassment, and is an environment where people feel free to engage in vigorous debate of the issues that face our members and their union.

SCOPE

This Code of Conduct shall be in effect from September 16 to 24, 2022, and shall govern conduct:

1. At all International Union sponsored activities, including, but not limited to, convention proceedings, committee meetings, social events and excursions.
2. In all Convention areas including, but not limited to, the convention hall and associated meeting rooms and offices.

EXPECTED BEHAVIOR

The ATU expects all ATU members, as well as all Convention guests, to follow the following Code of Conduct:

- Be considerate to, and respectful of, all in word and action.
- Limit discussion and debate to the issues at hand, and avoid personalities.
- Refrain from all discrimination, harassment and sexual harassment as defined below.

DEFINITIONS

A. Discrimination: Statements, decisions or actions made or taken based on another person's race, religion, color, creed, sex, sexual orientation, gender identity or expression, age, disability, citizenship, or national origin.

B. Harassment: Unwelcome physical or verbal conduct that is based on another person's race, religion, color, creed, sex, sexual orientation, gender identity or expression, age, disability, citizenship, or national origin, and that reasonably makes that person uncomfortable, humiliated or mentally distressed. It may include actions such as physical touch, insults, epithets, slurs, stereotyping, jokes, or threatening, intimidating or hostile acts that relate to the above characteristics. It may include also written or graphic material, whether that material is sent by email, text messages, placed on walls, bulletin boards, computer screens or other devices or elsewhere.

C. Sexual Harassment: Sexual harassment can involve uninvited touch or sexual advances, groping, requests for sexual favors, stalking and other verbal, visual, or physical conduct of a sexual nature. It can involve conduct by a person of any gender toward a person of any gender.

REPORTING A VIOLATION OF THE CODE OF CONDUCT

If you are subject to what you believe is a violation of this Code of Conduct, please inform Human Resources and Operations Counsel Rajita Andrews at (301) 346-9939 immediately. The International Union will take all appropriate steps to ensure that the complainant is no longer subject to any violations of this Code of Conduct.

The International Union will take all complaints seriously, and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning or the expulsion of the alleged offender from proceedings, meetings and/or other events. Additionally, where appropriate, the International Union may initiate disciplinary proceedings against those subject to discipline under the Constitution and General Laws, and/or contact security or law enforcement.

All complaints will be treated confidentially to the extent consistent with the need to properly assess and address the circumstances. The International Union will not tolerate retaliation against any individual who complains of unacceptable behavior under this Code of Conduct.

If you have any questions about this Code of Conduct, please contact Rajita Andrews at (301) 346-9939.

— **Approved by the General Executive Board,
on September 15, 2022**