



# Washington State Labor Council, AFL-CIO Code of Conduct

*Adopted by the WSLC, AFL-CIO Executive Board, February 1, 2017\**

## **Purpose**

The Washington State Labor Council, AFL-CIO is committed to providing an environment 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, the WSLC, AFL-CIO will not tolerate discriminatory, harassing, or otherwise unacceptable behavior in the workplace or at any of its activities, events, or meetings. It adopts the following Code of Conduct, and expects everyone in the workplace and those that participate in any of its activities, events, or meetings to abide by it. This Code of Conduct does not apply to matters that are covered by the WSLC, AFL-CIO's Antidiscrimination and Anti-Harassment Policy and Complaint Procedure.

## **Definitions**

### **A. Discrimination**

It is discrimination to make any decision or judgment based on another 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.

### **B. Harassment**

Harassment consists of unwelcome verbal, visual, or physical conduct that is based on another 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. It may include, but is not limited to, actions such as 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, 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 can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It can involve conduct by a person or persons toward a person or persons, regardless of gender identities or expressions.

*\*Amended by the WSLC, AFL-CIO Executive Board, July 2021*



## **Expected Behavior**

The WSLC, AFL-CIO expects everyone in the workplace and all participants in WSLC, AFL-CIO activities, events, or meetings to conform to the following Code of Conduct:

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

## **Unacceptable Behavior**

The WSLC, AFL-CIO is a democratic institution that values open and vigorous discussion of the issues facing 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, as detailed below. Unacceptable behavior includes, but is not limited to, the following:

- Discriminatory or harassing speech or actions, including cyberbullying or cyberharassment, in the workplace or by any participant at a WSLC, AFL-CIO activity, event, or meeting, including all related activities or one-on-one communications surrounding the WSLC, AFL-CIO activity, event, or meeting
- Harmful or offensive verbal or written comments or visual images related to race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law
- Inappropriate use of nudity and/or sexual images in work or public spaces
- Bullying or stalking
- Harassing photography or recording
- Uninvited sexual attention or contact
- Physical assault (including uninvited touching or groping)
- Real or implied threat of physical harm

## **If Subject to Unacceptable Behavior**

Prior to the start of any large WSLC, AFL-CIO activity, event, or meeting, attendees will be informed of this Code of Conduct, and an WSLC, AFL-CIO staff person to whom complaints may be directed will be identified for all attendees. If the WSLC, AFL-CIO activity, event, or meeting is reoccurring, notification of the Code of Conduct and identification of the designated staff person will occur yearly, or as necessary when the designated staff person changes.

**If you are subject to what you believe is unacceptable behavior under this Code of Conduct, or witness such behavior, please inform the designated WSLC, AFL-CIO staff person immediately.**



If that staff person is not available, you may inform any other WSLC, AFL-CIO staff person or leader, who will work with the designated staff person to respond to the complaint.

The WSLC, AFL-CIO 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 WSLC, AFL-CIO activity, event, or meeting. Additionally, where appropriate, the WSLC, AFL-CIO may inform the alleged offender's affiliate or employing entity of the offending behavior and complaint, or initiate disciplinary proceedings for those that hold a position subject to discipline by the WSLC, AFL-CIO or under its Rules Governing WSLC, AFL-CIO State Central Bodies/WSLC, AFL-CIO Area Labor Councils and Central Labor Councils. If needed or requested, WSLC, AFL-CIO staff 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 WSLC, AFL-CIO staff person who is subject to unacceptable behavior should contact Chelsea Mason-Placek at [cmasonplacek@wslc.org](mailto:cmasonplacek@wslc.org) or 253.973.3324 or Joe Kendo at [jkendo@wslc.org](mailto:jkendo@wslc.org) or 206.747.8279.**

Any complaint brought to WSLC, AFL-CIO staff attention will be treated confidentially to the extent possible to properly assess the situation. The WSLC, AFL-CIO will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

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

Nothing in this Code of Conduct, or in any code of conduct adopted by the WSLC, AFL-CIO shall create an employment relationship between the WSLC, AFL-CIO and employees of a Central/Regional Labor Council, or attendee of any WSLC, AFL-CIO activity, event, or meeting.

If you have any questions or issues with the response to your complaint, you may contact the AFL-CIO Governance Director or staff at the national AFL-CIO.

