



Pride at Work Code of Conduct

Adopted by the Pride at Work National Executive Board, March 28, 2020

PURPOSE

Pride at Work is committed to providing an environment free from 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, Pride at Work 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 who 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 Pride at Work's anti-discrimination and anti-harassment policy and complaint procedure.

DEFINITIONS

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.

Intimidation

Intimidation is intentionally making another person fearful or frightened, whether for an explicit purpose or otherwise.

Bullying

Bullying is intentional mistreatment of one or more people by one or more perpetrators. It is conduct that includes exclusion as well as verbal, physical, non-verbal maltreatment. It may include, but is not limited to, slandering, ridiculing, or maligning a person or their family; persistent name-calling that is hurtful, insulting or humiliating; using a person as the butt of jokes; abusive and offensive remarks; pushing, shoving, kicking, poking, tripping, assault or threat of physical assault, damage to a person's work area or personal property; gestures that can intimidate, humiliate or embarrass; practical jokes, hostile facial expressions and body language; socially or physically excluding or disregarding a person unnecessarily.

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 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 also may 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 an activity, event, or meeting.

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 of either gender toward a person of the same or opposite gender.

Pride at Work understands that within an LGBTQIA+ organization, conversations of a sexual nature are not always harassing or inappropriate. This code of conduct is not intended to limit the legitimate discussion of issues that are sexual in nature.

EXPECTED BEHAVIOR

Pride at Work expects everyone in the workplace and all participants in Pride at Work 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

Pride at Work 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 cyber bullying or cyber harassment, in the workplace or by any participant at a Pride at Work activity, event, or meeting, including all related activities or one-on-one communications surrounding Pride at Work 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
- Deliberate misgendering (use of incorrect pronouns that continues after correction), or the use of dead or rejected names
- 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
- Disclosure of a person's HIV status
- Sustained disruption of talks or other events
- Deliberate "outing" of any aspect of a person's identity without their consent

WEAPONS

Possession of any firearms, ammunition, explosives, gas guns, switchblade knives, exploding projectiles, fireworks, and/or other dangerous weapons (or chemicals/flammable liquids), and brass knuckles, is strictly prohibited at Pride at Work activities, events, or meetings even if otherwise permitted by law.

Firearms include, but are not limited to, what are commonly known as air guns or rifles, BB guns, pellet guns, and any instrument used in the propulsion of shot, shell, bullets, or other harmful objects

IF SUBJECT TO UNACCEPTABLE BEHAVIOR

Prior to the start of any large Pride at Work activity, event, or meeting, attendees will be informed of this code of conduct, and a Pride at Work designee (the Executive Director unless otherwise stated) to whom complaints may be directed will be identified for all attendees. If the Pride at Work activity, event, or meeting is reoccurring, notification of the code of conduct and identification of the designee will occur yearly, or as necessary when the designee changes.

If you are subject to what you believe is unacceptable behavior under this code of conduct, or witness such behavior, please inform the designee immediately. If that person is not available, you may inform any other Pride at Work staff person or leader, who will work with the designee to respond to the complaint.

Pride at Work 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 Pride at Work activity, event, or meeting. Additionally, where appropriate, Pride at Work 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 Pride at Work or under its Bylaws. If needed or requested, Pride at Work 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 complaint brought to Pride at Work staff attention will be treated confidentially to the extent possible to properly assess the situation. Pride at Work will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

Pride at Work 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, Pride at Work will take immediate action to stop the retaliation.

This code of conduct shall be binding upon each Pride at Work chapter and their workplaces, activities, events, and meetings, to the following extent:

- Each chapter shall adopt its own code of conduct based on the relevant provisions of this code of conduct, where each reference herein made to Pride at Work shall be made to the particular chapter.
- Each chapter is responsible for enforcing its own code of conduct and shall designate a leader to whom complaints under its code of conduct should be directed.
- Each code of conduct for a chapter shall include the following: "If you have any questions or issues with the response to your complaint, you may contact the Pride at Work executive director at the national Pride at Work office."

Nothing in this code of conduct, or in any code of conduct adopted by a chapter, shall create an employment relationship between Pride at Work and employees of a chapter or attendee of any Pride at Work activity, event, or meeting.