

# IBEW CODE OF CONDUCT



## Purpose

The IBEW is committed to providing an environment free of discrimination and harassment regardless of an individual's race, color, religion, age, creed, national origin, sex, gender including gender identity or expression, sexual orientation, veteran status, disability, or other legally protected class.

Article XXV, Section 1(t), of the IBEW Constitution states that it is a chargeable offense to engage in any conduct that is harassing, bullying, or discriminatory against any member while in the workplace or performing work duties, *or at union facilities or functions*, because of the member's race, color, religion, age, creed, national origin, sex, gender including gender identity or expression, sexual orientation, veteran status, disability, or other legally protected class. That provision makes clear that the IBEW will not tolerate harassment, discrimination, or otherwise unacceptable behavior at any of its meetings, conferences, or associated events.

The IBEW adopts the following code of conduct and expects everyone who participates in any of its meetings, conferences, or associated events to abide by it.

## Expected Behavior

- 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 (e.g., use of epithets, slurs, stereotypes, inappropriate jokes, or other hostile acts)
- Intervene and attempt to stop unacceptable behavior

## Unacceptable Behavior

Unacceptable behavior includes, but is not limited to:

- Unwelcome sexual advances; requests for sexual favors; or other unwelcome physical, verbal, visual, or other conduct of a sexual nature
- Harmful or offensive verbal or written comments (including by text message) or visual images related to race, color, religion, age, creed, national origin, sex, gender including gender identity or expression, sexual orientation, veteran status, disability, or other legally protected class

- Discriminatory or harassing speech or actions, including cyberbullying or cyberharassment, by any participant at an IBEW meeting, conference, or associated event
- Inappropriate use of nudity and/or sexual images in public spaces
- Harassing photography or recording
- Physical assault (including uninvited touching or groping)
- Real or implied threat of physical harm

## Responsible Use of Alcohol

Participants at IBEW meetings, conferences, or associated events are individually responsible for their actions and behaviors when consuming alcohol at such gatherings and may be held personally liable for any improper incident or action that results from overindulgence or illegal use of intoxicants. The IBEW expects and requires all participants to act professionally and lawfully at all times when attending any IBEW function, and the presence of alcohol at IBEW social functions does not change this expectation.

## Reporting Violations of the Code of Conduct

Prior to the start of any IBEW progress meeting or department conference, participants will be informed of the IBEW Code of Conduct, and IBEW staff person(s) to whom complaints may be directed will be identified.

Any participant whose safety is threatened or violated is urged to contact local law enforcement immediately.

The IBEW takes any complaints under its code of conduct seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include expulsion of the alleged offender from the IBEW meeting or conference as well as a ban on attending any future IBEW meeting or conference. Additionally, the IBEW may initiate disciplinary proceedings if the person engaging in inappropriate conduct is an IBEW member and/or employee.

Any complaint brought to the IBEW's attention will be treated confidentially to the extent that it is possible to properly assess the situation. The IBEW will not tolerate retaliation against any individual who complains of unacceptable behavior under this code of conduct and will treat retaliation itself as unacceptable behavior subject to action and discipline as outlined in this code of conduct.