



CODE OF CONDUCT

Respect is at the heart of the labor movement, and we demonstrate that in all we do.

The strength of our solidarity depends on recognizing and honoring the worth of each other. SPEEA and the labor movement value human dignity. We believe people should treat each other with respect and consideration. We expect that behavior from everyone who interacts with SPEEA, its members, staff and allies.

Harassment – in any form – has no place here. When you participate in any SPEEA-related event, you are expected to adhere to SPEEA's values, and respect all with whom you come into contact. If you feel harassed, you will be heard. Please immediately bring the matter to SPEEA staff's attention.

What is harassment?

Harassment is any behavior that degrades, demeans, humiliates, hurts a person, or makes you feel unsafe, and that a reasonable person should understand would be unwelcome.

Harassment can take many forms. The most extreme forms include the outright use of racial slurs or sexual touching. However, harassment can also include off-hand derogatory comments, inappropriate "jokes" or subjects of conversation, unwanted sexual overtures and unnecessary physical contact. Harassing behavior may not always appear discriminatory, and sometimes takes the form of hostility, verbal aggression, coercive or manipulative use of power, stereotyping, spreading rumors, pointed exclusion or isolation of a person, and/or insulting a person's appearance, habits, attitudes or private life. Such conduct undermines human dignity.

If you are unsure whether a behavior would violate this Code of Conduct, err on the side of caution and refrain from the behavior.

What if you feel harassed?

If you believe you are being harassed, you have the right to make it known, either on your own or through a third party, that the abusive behavior is unwelcome and will not be tolerated.

If you believe you have been harassed while participating in a SPEEA-related activity, you should report the incident immediately to a SPEEA staff member.

SPEEA takes complaints seriously and may, at its discretion, take action that it deems appropriate after assessing the situation. Retaliation is not tolerated and, if it occurs, appropriate action may be taken if necessary.

Freedom from harassment is a workers' rights issue. That makes it a union issue.

In the labor movement, an injury to one is an injury to us all. It is important to recognize and call out harassment when you see it. Together, we can make the labor movement stronger.