

NYSUT Code of Conduct **(Adopted by the NYSUT Board of Directors, June 25, 2020)**

NYSUT is committed to providing a positive and respectful environment that is 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, NYSUT will not tolerate discriminatory, harassing or otherwise unacceptable behavior at any of its activities, events or meetings, even if the conduct has not risen to the level of a violation of law.

Application: This Code of Conduct applies to NYSUT members and local leaders. NYSUT expects everyone who participates in any of its activities, events or meetings to abide by this Code of Conduct.

Expected Behavior: NYSUT is a democratic organization that values open and vigorous discussion of the issues facing our Union, our members, 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.

NYSUT expects everyone participating in NYSUT activities, events or meetings to conform to the following Code of Conduct:

- 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.

If Subject to Unacceptable Behavior: Prior to the start of NYSUT activities, events or meetings with non-staff participants (local leaders, staff or members; partner organizations; employer representatives; public officials; etc.), attendees will be informed of this Code of Conduct, and the NYSUT designee to whom complaints may be directed will be identified for all attendees. If you are subject to what you believe is unacceptable behavior under this Code of Conduct, or witness such behavior, please inform the NYSUT designee immediately. If that person is not available, you may inform any other NYSUT manager or officer, who will work with the NYSUT designee to respond to the complaint.

NYSUT 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 NYSUT activity, event or meeting. Additionally, where appropriate, NYSUT may inform the alleged offender's affiliate of the offending behavior

and complaint. Any complaint brought to NYSUT's attention will be treated confidentially to the extent possible to properly assess the situation. NYSUT will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior. NYSUT will not tolerate retaliation against any individual who complains of unacceptable behavior under this Code of Conduct. NYSUT will take every step necessary and appropriate to ensure that retaliation does not occur, and if it believes that retaliation has occurred, NYSUT will take immediate action to stop the retaliation.

Definitions:

Discrimination -- Discrimination against an individual because of a 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 is illegal discrimination.

Harassment -- Harassment is a form of discrimination that can take many forms, including physical contact, verbal comments, written communications or other unwelcome conduct. 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 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 or placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of the activity, event or meeting.

Sexual Harassment -- Sexual harassment is a form of sex discrimination. It can take many forms, including physical contact, verbal comments, written communications or other conduct. Sexual harassment does not have to be sexual in nature; non-sexual contact, comments or conduct can still—depending on the circumstances—create an intimidating, offensive or harassing and discriminatory environment or experience.

Administration: The NYSUT Executive Director, supported by the NYSUT Office of General Counsel and Manager of Human Resources, administers this Code of Conduct. This Code of Conduct provides general principles to guide us in ethical conduct and is not intended to address every possible situation. Please direct any questions regarding this Code of Conduct to the NYSUT Executive Director.