

AFGE Code of Conduct

AFGE is committed to providing an environment free from discrimination, bullying and harassment. As such, we do not tolerate discriminatory, harassing or otherwise unacceptable behavior at any of our activities, events or meetings. We expect everyone who participates in any of our activities, events or meetings to abide by the following Code of Conduct. This code of conduct does not apply to matters that are covered by the AFGE Constitution.

EXPECTED BEHAVIOR

AFGE expects all participants in AFGE 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
- If alcohol is served at an AFGE function, all participants who consume alcohol must do so responsibly and maintain proper decorum

UNACCEPTABLE BEHAVIOR

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 cyber harassment
- 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 personal characteristic
- Inappropriate use of nudity and/or sexual images in 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

We ask you to respect our values of diversity, equity and equality and conduct yourselves at this event consistent with those values. We have designated the person identified as the first point of contact for any participants who feel they have experienced discriminatory, harassing or otherwise unacceptable behavior, please contact them if you have any concerns. Any AFGE staff person who is subjected to unacceptable behavior should also contact the designee.

Amended by NEC Ballot

March 26, 2020