



A Union of Professionals

AFT Code of Conduct Statement of Values

The AFT Executive Council has adopted the AFT Code of Conduct (www.aft.org/CodeofConduct) which prohibits discriminatory, harassing, or otherwise unacceptable behavior in the workplace and at any AFT activity, event or meeting, even if the conduct has not risen to a violation of law. There will be zero tolerance for harassment of any form including but not limited to the use of racial epithets, slurs, negative stereotyping, jokes or threatening, intimidating or hostile acts that relate to sex, race, age, disability or other protected categories. This behavior will be called out. The AFT 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 AFT activity, event or meeting.

The AFT is a democratic organization that values open and vigorous discussion of the issues facing the AFT, our members, working people and the labor movement. The Code of Conduct is not intended to restrict free and open debate, but rather is intended to ensure 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 protected by law. We ask all meeting participant to conduct themselves consistent with the values of equity and equality.

The AFT encourages you to report any offending conduct as soon as possible; there will be no retaliation or adverse action taken against an individual who makes a complaint. Reports may be made to Gria Hernandez-Curtis, human resources director; Tear Jones, chief of staff; Daniel McNeil, general counsel; the designated manager for the meeting; or any other supervisor or manager.

Gria Hernandez-Curtis Director of Human Resources	gghernandez@aft.org Office 202-434-4699 Mobile 667-229-7171
Tear Jones Chief of Staff	tear.jones@aft.org Office 202-879-4443 Mobile 240-535-5671
Daniel McNeil General Counsel	dmcneil@aft.org 202-393-6305 Mobile 301-332-8732
Meeting name:	_____
Meeting date:	_____
Code of Conduct manager:	_____
Email address:	_____
Mobile phone:	_____