



OPEIU Local 8 AFL-CIO Code of Conduct

Dignity and respect are fundamental values at OPEIU LOCAL 8. We value diversity and support people of all backgrounds and identities. Our aim is to uphold the ideals of equity and equality. It is our intent to encourage informed, impassioned discussion while creating a brave, welcoming and accessible environment. We ask you to be inclusive, be considerate, and be respectful.

- No one knows everything, together we know a lot
- Share space when speaking
- This is a learning environment
- We can't be articulate all the time
- Speak from your own experience
- Be aware of your power and privilege
- Recognize intent and take ownership of impact
- Find strength in our solidarity

We will not tolerate discrimination and harassment. We have adopted this Code of Conduct and expect everyone to abide by it. Please embrace these values in your conduct and language during this meeting. Harassment – in any form – has no place here.

OPEIU takes complaints seriously and may, at its discretion, take action that it deems appropriate after assessing the situation. Retaliation will not be tolerated and, if it occurs, will be dealt with accordingly.

We have designated the following individuals as the first point of contact for anyone who feels they have experienced discriminatory, harassing, or otherwise unacceptable behavior, and we urge you to contact them if you have any concerns: **Business Manager Corinne Cosentino at corinne@opeiu8.org or 206-441-8880 ext. 113, and President Sara Franklin at president@opeiu8.org or 206-441-8880 ext. "0"**. Alternatively, you should feel empowered to contact any Local 8 staff member you feel most comfortable confiding in.

M/S/C by Membership Assembly on September 26, 2020.