IUOE CODE OF CONDUCT
Adopted by the IUOE General Executive Board on January 24, 2018
Updated and Readopted on January 11, 2023 for the 40th General Convention

PURPOSE

The IUOE is committed to providing an environment that is free of discrimination, harassment, or unfair treatment based upon an individual's race, gender, religion, national origin, citizenship, age, disability, sexual orientation, gender identity or expression, pregnancy, military status, or any other classifications or characteristics protected by law. As such, the IUOE does not, and will not, tolerate any discriminatory, harassing, retaliatory or otherwise unacceptable behavior at any of its conventions, conferences, events, meetings, or activities (hereinafter collectively referred to as "IUOE Event").

Accordingly, the IUOE hereby adopts the following Code of Conduct (the "Code"), and expects its employees, members, and all other attendees and guests who may participate in or attend any IUOE Event to abide by it. This Code does not apply to matters (including but not limited to those matters occurring in the workplace) that are covered by the IUOE's other equal employment opportunity, anti-discrimination, or anti-harassment policies and procedures. Specifically, this Code is not intended to cover any employment relationship or issues between employers and employees that may be covered by an anti-harassment/anti-discrimination policy and various laws; rather it is intended to cover conduct by attendees of IUOE events who are not in an employment relationship with each other.

DEFINITIONS

Discrimination - It is discrimination to make any decision or judgment that is based on an individual's race, gender, religion, creed, national origin, citizenship, age, disability, sexual orientation, gender identity or expression, pregnancy, military status, or any other classifications or characteristics protected by law.

Harassment - Harassment consists of unwelcome verbal, visual, or physical, and/or retaliatory conduct that is based on an individual's race, gender, religion, national origin, citizenship, age, disability, sexual orientation, gender identity or expression, pregnancy, military status, or any other classifications or characteristics protected by law. It may include, but is not limited to, actions such as use of epithets, slurs, negative stereotyping, derogatory jokes, or threatening, intimidating or aggressive 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, 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 may include, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It may also involve conduct by a person of either gender toward a person of the same or opposite gender.

EXPECTED BEHAVIOR

The IUOE expects its employees, members, and all other attendees and guests who may participate in or attend any IUOE Event to conform, at a minimum, to the following behavior:

- Respect others and their views
- Recognize and value individual differences
- Remain professional at all times and ensure that you do not engage in aggressive, bullying, or intimidating behavior
- Do not engage in discriminatory or harassing behavior

UNACCEPTABLE BEHAVIOR

The IUOE is a labor organization that encourages diversity, and one that embraces members from all walks of life, regardless of their background, and which values open and vigorous discussion of the issues facing working people and the labor movement. This Code 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 cyber bullying or cyber harassment, in the workplace or by any participant or attendee at any IUOE Event, including all related activities or communications surrounding this IUOE Event
- Harmful or offensive verbal or written comments or visual images related to race, gender, religion, national origin, citizenship, age, disability, sexual orientation, gender identity or expression, pregnancy, military status, or any other classifications or characteristics protected by law
- Inappropriate use of nudity and/or sexual images in work or public spaces
- Bullying or stalking (including cyber bullying and cyber stalking)
- Harassing photography or recording
- Uninvited sexual attention or contact
- Physical conduct such as assault (including uninvited touching or groping)
- Real or implied threat of or acts of physical harm or aggressive behavior directed toward another individual or his/her family, associates

IF YOU ARE SUBJECTED TO UNACCEPTABLE BEHAVIOR

Prior to the start of any large IUOE Event, all attendees will be informed about: (i) this Code; and (ii) the identity of at least one designated IUOE staff member to whom complaints may be directed pursuant to this Code. If the IUOE Event is reoccurring, then notification of the Code and the identification of the designated staff member will occur annually, or as often as necessary in the event that the designated staff employee changes.

If you are subjected to what you believe in good faith to be unacceptable behavior under this Code, or you are witness to such behavior, you should report your complaint to the designated IUOE staff member(s) immediately. At the 40th General Convention, the designated IUOE staff members

are Mr. Matthew G. McGuire, IUOE General Counsel and Ms. Oksana Tsykala, IUOE Human Resources Director. Either of these individuals can be contacted in person, or if need be, Mr. McGuire can be reached via email at mmcguire@iuoe.org, or via cell phone at 202-436-6918, and Ms. Tsykala can be reached via email at otsykala@iuoe.org or via cell phone at 202-368-3978. If neither of the designated staff members are available, then you may inform any other available IUOE staff member or leader, who will then work with the designated staff members to respond to the complaint. Once the designated staff members have gathered the necessary information and investigated the complaint thoroughly, the complaint will then be referred to the General President, or his authorized representatives, for response and/or action.

The IUOE 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 the alleged offender, or expulsion of the alleged offender from the IUOE Event. Additionally, where appropriate, the IUOE may inform the alleged offender's Local Union or employing entity (as the case may be) of the offending behavior and of the complaint. The IUOE also reserves the right to initiate disciplinary proceedings for those individuals that hold a position subject to discipline by the IUOE pursuant to the IUOE Constitution. If necessary or requested, then the IUOE will help a complainant contact security or local law enforcement, or otherwise assist to ensure the safety and/or well-being of the complainant for the duration of the IUOE Event.

To the extent possible, all complaints that are brought to IUOE's attention will be treated confidentially. The IUOE will take all necessary and appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

The IUOE will not tolerate retaliation against any individual who complains of unacceptable behavior pursuant to this Code. The IUOE will take any and all necessary and appropriate measures to ensure that retaliation does not occur, and if it believes that retaliation has occurred, the IUOE will take immediate action to stop the retaliation.

MISCELLANEOUS

The IUOE strongly recommends that all Local Unions, as well as all State and Regional Conferences, consider adopting this, or a similar, Code for their respective conferences, meetings, events or activities.

Nothing in this Code shall create an employment relationship between the IUOE and employees of any Local Union, any IUOE State or Regional Conference, or attendee of any IUOE Event.

Pursuant to its powers under Article V, Section 2 of the IUOE Constitution, during any time period when an IUOE Convention is not in session, the IUOE General Executive Board shall have the authority to amend this Code as necessary, so long as such amendments are done in the best interests of the IUOE, and its affiliated Local Unions and members.

The General President is authorized to exercise his discretion in the event that a decision must be made with regard to any administrative or procedural issue that is not explicitly provided for in this Code.