

LCC Code of Conduct
As Adopted March 1, 2018

Purpose

The AFL-CIO Lawyers Coordinating Committee (“LCC”) is committed to providing a respectful environment 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 (“protected characteristics”). The LCC expects participants in its activities, events and meetings to respect other individuals and groups and their views and to recognize and value individual differences. The LCC will not tolerate discriminatory, harassing, disrespectful or otherwise unacceptable behavior at any of its activities, events, or meetings. It adopts the following Code of Conduct, and expects those who participate in any of its activities, events, or meetings to abide by it.

The LCC is an entity that values open and vigorous discussion on issues. Accordingly, this Code of Conduct is not intended to restrict free and open debate, but to prevent unacceptable behavior that infringes upon the rights, views, and differences of other individuals or groups.

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 LCC activities and meetings who are not in an employment relationship with each other.

Definitions

A. Discrimination

It is discrimination to make any decision or judgment based on another 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.

B. Harassment

Harassment consists of unwelcome verbal, visual, or physical conduct that is based on another 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. It may include, but is not limited to, actions such as 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, placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of the activity, event, or meeting.

C. Sexual Harassment

Sexual harassment is harassment that can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It can involve conduct by a person of any gender toward a person of any gender.

D. Disrespectful Behavior

Disrespectful behavior consists of verbal or physical conduct, unrelated to an individual's protected characteristics, which demeans, belittles, disparages or degrades another person.

E. Unacceptable Behavior

Unacceptable behavior includes, but is not limited to, the following behavior, whether in a group or individual setting:

- Discrimination
- Harassment
- Sexual harassment
- Disrespectful behavior
- Aggressive, bullying, or intimidating behavior
- Discriminatory or harassing speech or actions by any participant in LCC activities, events, or meetings
- 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 characteristic protected by law
- Inappropriate use of nudity and/or sexual images
- Intimidating, bullying, or stalking behavior
- Harassing photography or recording
- Sustained disruption of the activity, event, or meeting
- Unwelcome sexual attention or contact
- Physical assault (including unwelcome touching or groping)
- Real or implied threat of physical harm
- Retaliation or retribution against an LCC member for making a complaint under this Code of Conduct.

Implementation of Code

Before the start of any LCC meeting, attendees will be informed of the Code of Conduct and a person to whom complaints may be directed ("the designated person"). The designated person will be an LCC or AFL-CIO officer or employee.

Any individual attending an LCC event who is subjected to what s/he believes in good faith to be unacceptable behavior under this Code of Conduct may report the complaint to the designated person. If that designated person is not available, the person may inform any other LCC or AFL-CIO staff person or leader, who will work with the designated person to respond to the complaint.

The LCC takes these complaints seriously. The designated person will investigate the complaint, including talking with the subject(s) of the complaint. Following the investigation, the LCC, in its discretion, may take any action deemed appropriate. Possible responses may include a warning to the alleged offender or expulsion of the alleged offender from the LCC activity, event, or meeting, or future events and meetings. If a situation is of such a serious nature that the

LCC Executive Director believes a review of the person's LCC membership eligibility is warranted, that question will be referred to the LCC Membership Committee, which will render a decision after providing an opportunity for the member to be heard.

If needed or requested, LCC staff will help complainants contact security or local law enforcement, provide escorts, or otherwise assist complainants experiencing unacceptable behavior to feel safe for the duration of the activity, event, or meeting.

Any complaint brought to the LCC's attention will be treated confidentially to the extent possible to properly assess the situation. The LCC will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

The LCC will not tolerate retaliation against any individual who complains of unacceptable behavior under this Code of Conduct. It will take every step necessary to ensure that retaliation does not occur, and if it believes that retaliation has occurred, the LCC will take any action deemed appropriate to stop the retaliation.

While preserving the confidentiality of complainants, the LCC Executive Director will report to the LCC Board of Directors at each meeting of the Board of Directors on the number and nature of complaints made under this Code of Conduct and the outcome.