



AFT Washington Code of Conduct

(Adopted by the AFT Washington Executive Board, January 13, 2026)

Purpose:

AFT Washington is committed to providing a positive and respectful environment that is free of imperialism, discrimination, and harassment, regardless of an individual's age, race, color, ethnicity, national origin, ancestry, immigration status, language, disability (physically present or invisible), religion, sex, sexual orientation, gender identity or expression, pregnancy, political identity, or any other characteristic. As such, AFT Washington will not tolerate discriminatory, harassing, or otherwise unacceptable behavior in the workplace or at any of its activities, events, or meetings, even if the conduct has not risen to the level of a violation of law. AFT Washington expects everyone in the workplace and those that participate in any of its activities, events, or meetings to abide by this Code of Conduct.

Definitions:

A. Discrimination

Discrimination is defined as unfair or prejudicial treatment against an individual because of another person's age, race, color, ethnicity, national origin, ancestry, immigration status, language, disability (physically present or invisible), religion, sex, sexual orientation, gender identity or expression, pregnancy, political identity or any other characteristic.

B. Harassment

Harassment is a form of discrimination that can take many forms including physical contact, verbal comments, written communications, or other unwelcome conduct. 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 a form of sexual discrimination. It can take many forms, including physical contact, verbal comments, written communications, or other conduct. Sexual harassment does not have to be sexual in nature; non-sexual contact, comments, or conduct can still - depending on the circumstances - create an intimidating, offensive, or harassing and discriminatory environment or experience.

Expected Behavior:

AFT Washington is a democratic organization that values open and vigorous discussion of the issues facing AFT Washington, our members, working people, community, and the labor movement. This Code of Conduct is not intended to restrict free and open debate, but rather is concerned with preventing unacceptable behavior.

AFT Washington expects everyone in the workplace and all participants in AFT Washington activities, events, or meetings to conform to the following Code of Conduct:

- Respect others and their views
- Recognize and value individual differences
- Do not engage in aggressive, bullying, or intimidating behavior
- Do not engage in discriminatory or harassing behavior

If Subject to Unacceptable Behavior:

At meetings and events hosted by AFT Washington attendees will be informed of this Code of Conduct, and the AFT Washington designee(s) to whom complaints may be directed will be identified for all attendees.

If you are subject to what you believe is unacceptable behavior under this Code of Conduct, or witness such behavior, please inform the AFT Washington designee immediately. If that person is not available, you may inform any other AFT Washington staff member or officer who will work with the AFT Washington designee to respond to the complaint.

AFT Washington 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 Washington activity, event, or meeting. Additionally, where appropriate, AFT Washington may inform the alleged offender's affiliate or employing entity of the offending behavior and complaint or initiate disciplinary proceedings for those that hold a position subject to discipline by AFT Washington. If needed or requested, an AFT Washington designee 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 AFT Washington staff person who is subject to unacceptable behavior should contact their management, shop steward, or union representative.

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

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