

Appendix F

RESPECT Certification Program: **Code of Conduct for the** **Job Site Workforce**

It is the responsibility of each and every worker, including supervisors and managers, to understand and act in accordance with the Code of Conduct while on this job site. Workers are required to always conduct themselves respectfully and appropriately while interacting with one another and visitors. Any violation of this Code of Conduct by a union member will be reported to that member's local union and the relevant national or international union.

Definitions

1. **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.

2. **Harassment**

Harassment consists of unwelcome verbal, visual, or physical conduct 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 epithets, slurs, negative stereotyping, jokes, or threatening, intimidating or hostile acts related 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, tablets, or other devices, or elsewhere on the job site.

3. **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.

4. **Unacceptable Behavior**

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

- a. Discrimination
- b. Harassment
- c. Sexual harassment
- d. Aggressive bullying, or intimidating behavior
- e. Discriminatory or harassing speech or actions by anyone employed on the project
- f. 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

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- g. Inappropriate use of nudity and/or sexual images
- h. Intimidating, bullying, or stalking behavior
- i. Harassing photography or recording
- j. Sustained disruption of the work shift
- k. Unwelcome sexual attention or contact
- l. Catcalling
- m. Theft
- n. Intentional destruction or defacing others' property or companies' property
- o. Physical assault (including unwelcome touching or groping)
- p. Real or implied threat of physical harm

Implementation of Code

Each and every worker on the job site, including supervisors and managers, shall refrain from engaging in unacceptable behavior as defined above. Workers should immediately report violations of the Code of Conduct to the designated Labor Relations Officer (LRO). Workers shall not interfere with or obstruct any investigation conducted by the LRO. Workers shall fully cooperate with any investigation of the LRO. A worker accused of violating the Code of Conduct shall be entitled to representation from a steward and afforded due process. A worker who is found to have violated the Code of Conduct shall be subject to discipline, up to and including removal from the job site. Such disciplinary actions shall be subject to the PLA's grievance procedure.

Acknowledgement of Receipt and Understanding

I hereby certify that I have read, fully understand and agree to abide by all provisions and policies in the Code of Conduct. I acknowledge that I have received a copy of the Code of Conduct for my personal records and that I was provided the opportunity to discuss any provisions or policies in the Code of Conduct and any questions or concerns that I may have related to them. I understand that any violation of the Code of Conduct will result in disciplinary action, up to and including removal from the job site.

I understand and acknowledge that the Code of Conduct does not create a contract of employment or otherwise guarantee me employment for any specific duration of time.

Employee Signature

Date

Employee Name