

## CODE OF CONDUCT

The IAM is committed to providing an environment free from discrimination and harassment in all its forms. As such, the IAM will not tolerate unacceptable behavior at any of our meetings or events. As trade unionists, mutual respect must be the basis of all our interactions.

Unacceptable behavior includes discriminatory or harassing speech or actions; harmful or demeaning verbal or written comments; real or implied threat of physical harm; harassing photography or recording; uninvited sexual attention or contact; physical assault including uninvited touching or groping.

The IAM is a democratic union that values open and vigorous discussion of the issues facing working people and the labor movement. This code of conduct is not intended to restrict free and open debate, but rather is concerned with protecting dignity and fairness for all members.

Our designated contacts for anyone who thinks they have experienced or witnessed discriminatory, harassing, or otherwise unacceptable behavior are Director Julie Frietchen and Assistant Director Joe Gruber at 301-373-3300.