Code of Conduct
for
CIR-SEIU Executive Committee
and other Leadership bodies within CIR-SEIU

As a workers' organization, our Executive Committee (house of delegates, bargaining teams, COPE leaders, task forces, and other leadership groups) provides essential leadership to our mission, and we are serious about executing our plan. Our members are counting on us and we know that we must act with integrity, responsibility, and accountability and create an environment where every member feels respected, can fully participate in the organization, and can be proud of their leaders.

Because we take these commitments seriously, we have high expectations to which we will hold each other accountable, including:

- We will not tolerate:
    - discrimination and prejudice based on race, gender, sexual orientation, gender identity, disability, age, class, religion, language, and immigration status;
    - sexual harassment;
    - illegal substances according to federal, state, and local laws at union events and
    - violence, abusive behavior, or bullying.
- We will speak up when we see or hear of things that happen that violate this Code of Conduct and encourage others to do so as well.
- If we drink alcohol at union events, we do it responsibly and respectfully and ensure behavior of which we can be proud.
- We understand that our participation is paid for by our members, so we will do what we were sent here to do including showing up on time for all meetings, staying until they are finished, and fully engaging.
- We will follow through on the commitments that we make as an Executive Committee and as the house of delegates to the members of the union.
- We will respect personal space, including when sharing a room, by not bringing guests into shared rooms except with the explicit consent of our roommate and respecting the boundaries of others.
- We will support people who come forward with complaints, investigate them thoroughly in a fair and impartial manner, and will not allow for retaliation against those who make complaints.
- We will cooperate with investigations when asked for information and will not allow for retaliation against those who cooperate with investigations.
- We will expect complete honesty from all parties in investigations of violations in order to protect the integrity of the Code and not tolerate false accusations.