



# **CODE OF CONDUCT UNAC/UHCP MEETINGS AND EVENTS**

The standards below reflect minimum expectations of behavior by all attendees and their guests at all UNAC/UHCP meetings or events, and beforehand and afterwards at the venue of a meeting or event. Violations of any of these standards shall be dealt with by UNAC/UHCP State Officers and Executive Director, and shall result in a remedy such as being asked to stop the behavior, or being required to leave the event or even the venue, and in some cases, being asked not to attend future events for a limited period of time.

**Here is a non-exclusive list of forbidden behaviors:**

- 1. Harassment (as defined in No. 2 below) of any person based on that person's or any other person's race, national origin, ancestry, ethnicity, gender or gender identity, sexual orientation, mental or physical disability or disorder, physical attribute, mental or physical health, age, religion or creed, citizenship, veteran or military status, genetic information or any other immutable or intrinsic identity or characteristic, or based on any other classification protected by state, federal or local law, or based on the perception that a person has or had a characteristic or identity within any of the above categories, or falls within a protected classification, whether they do or not.**
- 2. Harassment for purposes of this policy is defined as unwelcome and offensive jokes, taunts, slurs, epithets, stories, cartoons, insults, gestures, threats, physical acts or bullying or other offensive or obnoxious behavior or speech based on or targeting an identity or characteristic set out in No. 1 above, where that speech or behavior is objectively, and subjectively perceived by another person as, based on or targeting one or more of the characteristics described in No. 1 above in an unwelcome way. This is intended to cover any form of spoken, written or electronic expression or behavior that meets this definition.**

**(OVER)**

3. **Harassment or coercion of any person with the aim of causing that person to agree to, engage in or experience sexual or romantic relations or physical contact, or any unwelcome and intentional physical touching of another person or their clothing.**
4. **Drunken or other behavior or speech born of intoxication or impairment, where such is objectively, and subjectively perceived as, unwelcome and extremely obnoxious or offensive.**
5. **Theft or vandalizing of private property.**
6. **Intentional and unauthorized destruction, removal or defacement of campaign or other literature, signs, markings, messages or the like, unless the property belongs to or was properly given to the person destroying, removing or defacing it, or unless such was done with the permission of such a person.**
7. **Threats of physical or economic harm, or yelling or screaming, where such behavior is extreme and is reasonably perceived as threatening or offensive, particularly when accompanied by profanity or apparent intoxication or impairment. This and other standards shall not be enforced against a UNAC/UHCP member where such enforcement would violate federally protected free speech rights of union members.**

**ALLEGED VIOLATIONS OF ANY OF THE ABOVE SEVEN  
PROHIBITED BEHAVIORS SHOULD BE REPORTED PROMPTLY  
TO ANY STATE OFFICER, EXECUTIVE DIRECTOR OR MEMBER  
OF THE STATE BOARD OF DIRECTORS.**

**Nothing in this document applies to any employee represented by UNSU, whose conduct is governed within the context of a collective bargaining relationship. Any alleged misconduct by such a staff member should be immediately reported to a State Officer, Executive Director or other member of supervision or management of UNAC/UHCP.**