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# International Brotherhood of Electrical Workers

LOCAL UNION 570

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## IBEW Local Union 570 Policy Against Discrimination and Harassment

International Brotherhood of Electrical Workers Local Union **570** is committed to maintaining an environment that is free of unlawful discrimination and harassment. In keeping with this commitment, IBEW Local Union **570** will not tolerate discrimination or harassment of IBEW Local Union **570** employees or members by any Local Union staff member, supervisor, co-worker, member, agent or vendor. This policy applies to all employees, agents and anyone else doing business for or with IBEW Local Union **570**. The policy applies to all IBEW Local Union **570** activities, including union meetings and union social events. This policy does not apply to discrimination or harassment that occurs at an employer workplace and that does not involve an agent of the union. This policy is intended to help ensure IBEW Local Union **570** meets its legal obligations under applicable law and does not create any contractual rights or expand any legal obligations.

Harassment is any behavior that a reasonable person should know would be unwelcome and that demeans, humiliates or embarrasses a person based upon a person's protected status, including sex, color, race, religion, national origin, age, disability, genetic information, **Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with Disabilities Act of 1990, (ADA).** and any other basis protected by applicable law, ordinance or regulation. Harassment can be verbal or physical and can include actions, comments or displays. It may be a single incident or repeated incidents. IBEW Local Union **570** will not tolerate unlawful harassing conduct that affects tangible job benefits, that interferes unreasonably with an individual's work performance or membership rights or that creates an intimidating, hostile or offensive working environment.

Reporting Discrimination and Harassment: All IBEW Local Union 570 employees, officers and agents are responsible to help ensure that we provide an environment free of discrimination and harassment and to that end are required to report and take steps to stop any discrimination or harassment whether a complaint has been filed or not. If you feel you have experienced or witnessed discrimination or harassment by any officer, employee, agent or vendor of the Local Union, you are to notify the Business Manager, President or an Executive Board Member. All discrimination and harassment complaints will be thoroughly and promptly investigated, including interviews of all those involved and any additional witnesses to determine if discrimination or harassment has occurred. To the fullest extent practicable, IBEW Local Union 570 will keep complaints and the terms of their resolution confidential. If an investigation confirms that harassment has occurred, IBEW Local Union 570 will take corrective action, and if harassment was committed by a Local Union 570 employee, the corrective action may include such discipline as is appropriate under the circumstances, up to and including immediate termination of employment.

Victims of discrimination and harassment may also file a discrimination charge with the Equal Employment Opportunity Commission (EEOC) or a state fair employment practice agency. A discrimination charge must be filed within 180 calendar days of the discriminatory act or the last act of harassment. The 180 calendar day deadline is extended to 300 calendar days if a state or local agency enforces a law that prohibits employment discrimination on the same basis. For age discrimination, the filing deadline is only extended to 300 days if there is a state law prohibiting age discrimination and a state agency enforcing that law. The deadline is not extended if only a local law prohibits age discrimination. In cases of physical or sexual assault, you may also contact local law enforcement authorities.

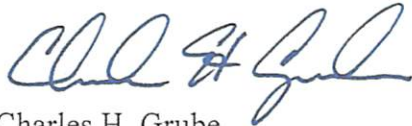
Non-Retaliation: IBEW Local Union 570 strictly forbids retaliation against anyone for reporting discrimination or harassment, assisting in making a complaint or cooperating in an investigation. If a complainant believes retaliation has occurred, the retaliation must also be reported under the procedures set forth in this policy.



Anyone who deliberately and maliciously files a false complaint having no basis in fact will be subject to discipline up to and including the discharge of a union employee.

Employer Workplaces: Employers of IBEW Local Union **570** members are responsible for ensuring that their workplaces are free of discrimination and harassment. Complaints concerning discrimination and harassment occurring at the workplace should be reported to the employer pursuant to its policies. IBEW Local Union **570** employees, officers and agents are strictly prohibited from participating in any discrimination or harassment at any employer workplaces.

Adopted December 21,2018



Charles H. Grube

Business Manager/ Financial Secretary

IBEW Local Union 570