

## ONA Code of Conduct- ONA Activities, Meetings and Events

### **Purpose:**

The ONA is committed to providing a positive and respectful environment that is free of discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy or any other characteristic prohibited by law. As such, the ONA will not tolerate discriminatory, harassing or otherwise unacceptable behavior at any of its activities, events, or meetings, even if the conduct has not risen to the level of a violation of law. The ONA expects everyone who participates in any of its activities, events, or meetings to abide by this Code of Conduct.

### **Definitions:**

#### A. Discrimination

Discrimination against an individual because of a 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 is illegal discrimination.

#### B. Harassment

Harassment is a form of discrimination that can take many forms, including physical contact, verbal comments, written communications or other unwelcome conduct. It may include, but is not limited to, actions such as the use of epithets, slurs, negative stereotyping, jokes or threatening, intimidating or hostile acts that relate 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 or placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of the activity, event or meeting.

#### C. Sexual Harassment

Sexual harassment is a form of sex discrimination. It can take many forms, including physical contact, verbal comments, written communications or other conduct. Sexual harassment does not have to be sexual in nature; non-sexual contact, comments or conduct can still—depending on the circumstances—create an intimidating, offensive or harassing and discriminatory environment or experience.

### **Expected Behavior:**

The ONA is a democratic organization that values open and vigorous discussion of the issues facing the ONA, our members, the nursing profession, working people and the labor movement. This Code of Conduct is not intended to restrict free and open debate, but rather is concerned with preventing unacceptable behavior.

The ONA expects all participants in ONA activities, events, or meetings to conform to the following Code of Conduct:

- Respect others and their views.
- Recognize and value individual differences.
- Do not engage in aggressive, bullying or intimidating behavior.
- Do not engage in discriminatory or harassing behavior.

**If Subject to Unacceptable Behavior:**

Prior to the start of ONA activities, events or meetings with non-staff participants (affiliate leaders, staff, or members; partner organizations; public officials; etc.), the CEO will cause the attendees to be informed of this Code of Conduct, and the ONA designee to whom, complaints may be directed will be identified for all attendees.

If you are subject to what you believe is unacceptable behavior under this Code of Conduct, or witness such behavior, please inform the ONA designee immediately. If that person is not available, you may inform any other ONA manager or officer, who will work with the ONA designee to respond to the complaint.

The ONA takes these complaints seriously and may, at its discretion, take action that it deems appropriate upon assessing the situation. Possible responses may include a warning to or expulsion of the alleged offender from the ONA activity, event or meeting.

Additionally, where appropriate, the ONA may inform the alleged offender's affiliate or employing entity of the offending behavior and complaint or initiate disciplinary proceedings for those who hold a position subject to discipline by the ONA. If needed, an ONA designee will help complainants contact security or local law enforcement, provide escorts, or otherwise assist complainants experiencing unacceptable behavior to feel safe for the duration of the activity, event, or meeting.

Any ONA staff person who is subject to unacceptable behavior should report it, as set forth in ONA's employment policy, and is encouraged to do so.

Any complaint brought to the ONA's attention will be treated confidentially to the extent possible to properly assess the situation. The ONA will take all appropriate steps to ensure that the complainant is no longer subject to the unacceptable behavior.

The ONA will not tolerate retaliation against any individual who complains of unacceptable behavior under this Code of Conduct. The ONA will take every step necessary and appropriate to ensure that retaliation does not occur, and if it believes that retaliation has occurred, the ONA will take appropriate action to stop the retaliation.