**GRAPHIC COMMUNICATIONS CONFERENCE OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS STATEMENT ON HARASSMENT**

1. The Graphic Communications Conference of the International Brotherhood of Teamsters takes seriously its responsibility to ensure that all Union functions are free of harassment. Discrimination and harassment are against the law, and are in violation of fundamental trade union principles of unity and solidarity.

2. As a labor movement, we stand proudly together when we claim that an injury to one is an injury to all; when we sing " Solidarity Forever "; when we refer to one another as "Sister" or "Brother".

3. We must ensure our words are not empty, not defeated through any action that embarrasses, insults, humiliates or degrades. For that is what harassment is all about. It is an expression of power and superiority by the harasser(s) over another, because of race, color, sex, sexual orientation, disability, age, marital status, political or religious affiliation, or place of national origin.

4. Harassment stems from inequality, discrimination -- both systemic and individual -- and intolerance in our society.

5. Harassment may be verbal, physical, or psychological. It is unwelcome and unsolicited. It may be one incident or a series of incidents. It is coercive.

6. Harassment consists of any vexatious comment or conduct that is known, or should reasonably be known, to be unwelcome.

7. Harassment includes, but is not limited to:

    - Unwelcome remarks, jokes, innuendos or taunts about a person's body, clothing, sex, sexuality, racial background, disability, age;

    - Insulting gestures and practical jokes; for example: of a sexist, racist, or homophobic nature;

    - Displaying of pornographic or racist pictures, graffiti or material;

    - Leering;

    - Refusing to talk to, or work cooperatively with a person because of his or her sex, race, color, sexuality, age, etc; unnecessary physical contact, such as patting, touching or pinching;

- Sexual overtures;
- Sexual assault;
- Physical assault.

8. Complaints of harassment at GCC/IBT events will be taken seriously and will be investigated immediately.

9. If you believe you are being harassed, act immediately:

    a. If possible, make it clear you do not welcome such behavior. You can do either on your own, verbally or in writing, or with the assistance of another party. Indicate that you will take further action if the behavior continues.

    b. If the inappropriate behavior persists, approach the designated Representative who will investigate the matter.

**You may seek out the designated, confidential, complaint officer in the first instance, if you are unwilling to approach the harasser because of the impact the action(s) have on you.**

10. The investigation of each incident will be handled confidentially and expeditiously, with particular sensitivity for the complainant.

11. The resolution would include, but not limited to, apology, reprimand and possible expulsion. Additional action may be pursued in accordance with the GCC/IBT Constitution and Laws and legal channels.

# COMPLIANCE OFFICERS

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