

**ADOPTING A CODE OF CONDUCT FOR SEIU-UHW LEADERSHIP BODIES**  
**RESOLUTION 26-18**

Whereas SEIU-UHW is guided by a set of values in our work to create a just society and we seek to create those values within our organization as well. These values include justice, equity, and inclusion.

Whereas SEIU-UHW is on a serious mission to get our members to retirement with all wages and benefits intact, to raise standards for all working people, and to create healthcare justice within our society and the seriousness of that mission bestows a responsibility for our leadership bodies to act with the highest standards of integrity.

Whereas SEIU-UHW has identified leadership as a fundamental strategy to achieve its mission. Our success depends on our ability to unleash leadership potential in as many people as possible and this requires creating an environment where everyone's leadership can thrive regardless of gender, race, class, language, age, disability, sexual orientation, gender identity, religion, or immigration status.

Whereas SEIU-UHW wishes to have a written Code of Conduct under which leaders can hold each other accountable for behaving in a manner that reflects our values, the seriousness of our mission, and our commitment to maximizing leadership.

Therefore, the SEIU-UHW Executive Board adopts the attached Code of Conduct for all leadership bodies within SEIU-UHW.

Code of Conduct for SEIU-UHW Executive Board and other leadership bodies within  
SEIU-UHW

Our mission is to achieve healthcare justice by ensuring we get all of our members to retirement with everything they deserve and we deliver for the common good.

Our four planks to achieve that are:

- Organize SEIU into a million member organization in California.
- Become a premier healthcare organization fighting for healthcare justice for all.
- Provide representational excellence.
- Develop 10,000 leaders in our workplaces and communities.

As a workers' organization, our Executive Board (and bargaining teams, steward councils, caucuses, and other leadership groups) provides essential leadership to this mission and we are serious about executing this plan. Our members are counting on us

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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 members 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 the things happening and encourage others to do so as well.
- If we drink 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 a Board 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 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 expect complete honesty from all parties in investigations of violations in order to protect the integrity of the Code and not tolerate false accusations.

Process for raising a complaint:

In order to create as many venues as possible for people to raise a violation of this policy, violations can be reported to any of the below listed individuals:

- the Ethics Officers of the Union,
- 2 designated Executive Committee members,
- the Chief of Staff,
- a designee from the ODD Department,
- and/or our lawyers.