

**I.A.T.S.E., Local 52**  
**Non-Discrimination & Anti-Harassment Policy**

I.A.T.S.E., Local 52 (“Local 52”) will not tolerate any form of discrimination, harassment, or retaliation against its members or applicants for membership with regard to race, color, ethnicity, national origin, or any other protected category covered by law. Consistent with Local 52’s Constitution and By-Laws, should a Local member, officer, Executive Board member, or employee be found to have engaged in harassing, discriminatory, or retaliatory behavior in violation of this policy, such violation shall be referred to the Executive Board for appropriate action, up to and including a warning, fine, suspension, or expulsion from membership.

**POLICY: Discrimination:** Local 52 prohibits discrimination against its members or applicants for membership on the basis of race, color, ethnicity, national origin, or any other protected category covered by law. This prohibition against discrimination covers admissions, work referrals and assignments, and benefits, conditions, and privileges of membership.

**POLICY: Harassment:** Local 52 also prohibits harassment of its members or applicants for membership. Harassment is conduct that denigrates or shows hostility or aversion toward an individual on the basis of race, color, ethnicity, national origin, or any other protected category covered by law, that has the purpose or effect of creating a hostile work environment, or that unreasonably interferes with conditions and privileges of Local membership. Harassing conduct includes, but is not limited to:

- Epithets, slurs or negative stereotyping;
- Threatening, intimidating or hostile acts;
- Racial and ethnic jokes;
- Written or graphic material that denigrates or shows hostility toward an individual or group and that is placed in plain view of others, in the work environment; and
- Inappropriate touching

**COMPLAINT PROCEDURE**

**Reporting Discrimination and/or Harassment**

Local 52 encourages its members to oppose the practices forbidden by this policy and to file a complaint if they believe themselves to have been discriminated against or harassed, or if they witness behavior they believe to be in violation of this policy. If a member believes that he or she has been a victim of discrimination or harassment, the matter must be reported immediately to Local 52’s Human Resources Director.

Local 52 understands that complaints of discrimination and/or harassment can be sensitive and, to the furthest extent possible, will keep confidential such complaints and communications concerning them. Local 52 requires that its members, board members, craft heads, and employees cooperate with the investigation of a reported incident.

Once a complaint is received, Local 52 will investigate the member's complaint promptly and thoroughly, and will inform the complainant of its findings in a timely fashion.

**Retaliation for Filing Discrimination and/or Harassment Complaints**

Local 52 will not tolerate retaliation against any member who has reported harassment or discrimination in violation of this policy, or who has assisted in or cooperated with the investigation of such reported incidents. Retaliation against a member for reporting or cooperating in the investigation of a reported incident is unlawful and strictly prohibited.