



# GMB Code of Conduct

GMB is committed to the highest standards of ethical conduct and integrity in all of our activities.

These guidelines are applicable to all GMB members, workers, contractors and all those directly or indirectly performing functions in relation to GMB and should be read in conjunction with the GMB's zero tolerance statement.

Events and meetings are a great way to get together to share best practice, build GMB networks and for members to drive the policies of the union. Feedback tells us how much people really value and enjoy meeting up.

GMB has thriving lay member structures with hundreds of events and meetings taking place throughout the year.

All GMB events and meetings should be inclusive and welcoming.

## **Social events**

Members often socialise after the hard work of an event or meeting, which is always great to see but we have to be aware that even while socialising members and employees are still representing GMB.

Members and employees should:

Adhere to the GMB zero tolerance statement regarding discrimination and harassment

Conduct themselves publicly in a way that does not bring the union's name into disrepute

Be aware of what image of GMB we are projecting through our behaviour

## **Alcohol**

Following on from the Monaghan Report (2020), GMB recognises that consuming alcohol can be related to bad behaviour. The Subsistence and Functions Protocol now limits the number of free alcoholic drinks. However, regardless of whether a member or employee chooses to drink or not, everyone should be adhering to the code of conduct and zero tolerance statement. No employee, member or visitor should be pressured into drinking alcohol. The spiking of drinks is criminal behaviour, and therefore people can expect such behaviour to be reported to the police.

## **Discrimination and Harassment**

GMB is committed to ensuring all union activities, meetings, events, and conferences are harassment free. We have a zero tolerance policy towards discrimination and harassment.

Discrimination and Harassment may include but is not limited to:

- Intimidation and behaviour patterns, words and or actions that are designed to harm or undermine a person's wellbeing or career
- Making sexual comments
- Publicly making derogatory or inappropriate comments about another member or employee
- Inappropriate physical contact
- Constant disruption or interruption of work or speaking
- Physically threatening behaviour
- Making offensive or inappropriate comments
- Verbal comments relating to someone's appearance
- Making inappropriate comments about a member's sex, gender identity, sexual orientation, disability, ethnicity, age, religion or beliefs
- Intrusive Photography and other forms of image based abuse
- Following or stalking
- Making threatening or inappropriate gestures
- Encouraging any of the above behaviour

We all have to be aware of our behaviour and how it appears to other people. Just because we find something acceptable, does not mean the person we are speaking to will be as comfortable.

## **Representing GMB**

Whenever we are in public and representing GMB, we should behave in a manner befitting our union.

GMB's reputation could be damaged by the way we behave.

That also means thinking about:

The language we are using

The tone of what we are saying and how that could be perceived

The conversations we have in public when we could be overheard.

Data protection – are we identifying members through overheard conversations?

### **Reporting harassment or discrimination**

No GMB employee or member should be fearful of reporting acts of discrimination or harassment.

Any senior GMB employee should be able to signpost people to informal and formal reporting pathways. The Survivors Trust Safe Space facility is there for advice and support for all members and employees.

GMB will treat all complaints of discriminatory behaviour and harassment seriously and will investigate them promptly, efficiently and in confidence, in line with our policies and Rulebook.