

# **GMB Zero Tolerance Statement**

In today's modern society all form of discrimination - including intimidation and behaviour patterns, words and or actions that harm or undermine a person's well-being or career is unacceptable.

GMB will not tolerate any form of discrimination and will have no place in its organisation for those who would seek to discriminate.

GMB also hold as core principles the right to equality, dignity, and fairness in industry and society as contained within the Rule book 'Our Purpose' states: 'We will aim to end exploitation, discrimination and injustice.'

GMB policies also state that our union will not tolerate any gestures, verbal or written or electronic communication or physical act that can reasonably be perceived as being discriminatory

Any persons within GMB who are subjected to such unwanted behaviour cannot function properly and are impeded from giving our membership the high quality of service that they deserve.

Harassment and discrimination, even in their most subtle forms, directly conflicts with the law and GMB policy and will not be tolerated at any level throughout the union. No employee or member of the GMB at any level should be fearful of reporting acts of discrimination.

GMB will treat all complaints of discriminatory behaviour seriously and will independently investigate them promptly, efficiently and in confidence.

GMB is furthermore committed to promoting respect and non-discrimination through on-going training, education and awareness-raising programmes at all levels of the union lay and employee structures

This statement applies to;

GMB members

GMB post holders

GMB employees - direct or indirect workers performing functions in relation to GMB

**Adopted by GMB Congress 2014 as part of the GMB Women's Project CEC Special Report**