**TUC Code of Conduct**

**Section A**

The TUC is committed to organising activities at which everyone can participate in an inclusive, respectful and safe environment. The TUC has zero tolerance for any type of harassment. This supports the commitment set out in the TUC’s rules to promote equality for all and to eliminate all forms of harassment, including sexual harassment, prejudice and unfair discrimination. This code of conduct applies to all events both in person or online and includes all forms of communication, including

postings on social media.

**Section B**

At TUC events you agree to:

• Interact with colleagues and visitors in a respectful, considerate and inclusive manner. This includes refraining from behaviour that could be considered intimidation, harassment, abuse, discrimination or inappropriate conduct.

• Recognise and adhere to the structures and decision-making processes set out in the [TUC rules](https://www.tuc.org.uk/tuc-rules-and-standing-orders)

• Promptly let an official or TUC member of staff know if you notice a potentially dangerous situation or someone in distress

• Comply with health and safety guidelines to avoid placing yourself or others at risk

• Treat all TUC staff with dignity and respect and in line with this code of conduct

• Use inclusive language that avoids reference to someone's race, ethnicity, age, religion, gender, sexual orientation, disability or marital status. We will not tolerate sexism, homophobia or transphobia, racism (including antisemitism or islamophobia) or behaviour that discriminates against any group of people as defined in the Equality Act 2010\*

The TUC takes breaches of the code of conduct seriously. Therefore, any breaches may be reported directly to your union or organisation, and you may be excluded from the meeting or event or denied access to future TUC events. You may also be banned from contacting TUC staff.

\* age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation

*If you have any concerns you wish to raise, you can contact the following members of TUC Cymru staff on 029 2034 7010:*

*Jo Rees – Policy Officer, TUC Cymru Education* *jrees@tuc.org.uk*

*Linsey Imms – National Officer, TUC Cymru* *limms@tuc.org.uk*