UNEDA
UNITED NETWORK EQUIPMENT DEALERS ASSOCIATION

UNEDA CODE OF CONDUCT POLICY
HARASSMENT PROHIBITED

Civility and respect for each individual's privacy and dignity are required of all members of the United Network Equipment Dealer Association ("Association"). Any conduct which is inconsistent with these principles is simply not acceptable and will not be tolerated. More specifically, any form of harassment at Association events, or involving Association members--including sexual harassment and racial, ethnic, disability, or other harassment--is absolutely prohibited and may result in removal from the Association.

Harassment is broadly defined to include any conduct which is personally demeaning or offensive, and tends to equate a person's worth to their gender, race, religion, age, disability status, or other personal traits, rather than their ability. Without limiting the breadth of this definition, harassment specifically includes:

1. Sexual harassment in any form. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that is unwelcome and creates a potentially hostile environment.

Prohibited acts of sexual harassment can take a variety of forms ranging from sexually-oriented comments, to subtle pressure for sexual activity, to physical assault. Examples of some of the kinds of conduct included in the definition of sexual harassment are:

a. Sexual relations, sexual contact, or threats or intimation of sexual relations or sexual contact which are not welcome and freely and mutually agreeable to both parties;

b. Continual or repeated remarks with sexual implications, placing sexually suggestive objects or pictures in public areas, or propositions of a sexual nature; or

c. Threats or insinuations that the person's membership in the Association may be adversely affected by not submitting to sexual advances, or promises or insinuations that any conditions of membership may be favorably affected by submitting to sexual advances.

What is or is not offensive must be viewed from the perspective of the victim, and the fact that no objection is voiced or the other person seems to be "going along" does not mean the conduct is acceptable. Nobody – including board members, officers, members, vendors, or customers – is authorized to engage in harassment.

2. Harassment on the basis of any other improper factor, such as race, color, religion, age, national origin, genetic information or disability. As with sexual harassment, any conduct which could be offensive and create an intimidating, hostile, or offensive environment on the basis of one of these factors, is improper and is strictly prohibited. This could include, for example, racial or religious jokes or slurs.

A member who feels that he or she has been harassed by any board member, officer, member, or any other person at an Association event, or who has witnessed harassment of another, has several options. Whenever possible, the person doing the harassing should be told, politely but firmly, that such conduct is not acceptable. Alternatively, and in any case, the complaint of harassment may be brought to a member of the Board of Directors.

The worst alternative usually is to do nothing and allow the situation to continue. All members are strongly encouraged to take appropriate action as soon as possible if they feel they are being harassed or witness harassment of others.

Upon receipt of a complaint, the Board has sole discretion to take any remedial action pursuant Article IV, Section 9 of the UNEDA Constitution. All complaints of harassment will be promptly and thoroughly investigated; if the complaint is found to be justified, corrective action appropriate to the circumstances will be taken pursuant to Article IV, Section 9 of the UNEDA Constitution. All complaints and all information given during an investigation will be treated as confidentially as possible, subject to the need to conduct a full and fair investigation, and to inform those individuals who will be involved in any corrective action.

Under no circumstances will any person who in good faith makes a complaint of harassment, or assists in its investigation, be subject to any form of retribution or retaliation. Any person who makes or participates in such retribution or retaliation, directly or indirectly, will be subject to severe corrective action.

Signed_____

Signed by _____

Title_____

Date _____

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