

NON-DISCRIMINATION AND HARASSMENT POLICY FOR APPRENTICES

The Local 26 Educational Development Trust ("Trust") recognizes the right of all apprentices to work in an environment where individual dignity is respected. Discrimination against or harassment of apprentices by employers, supervisors, journeymen or other employees on the job site should not be tolerated. This also includes sexual harassment as well as discrimination or harassment on the basis of race, color, religion, national origin, sexual preference, age and disability.

Sexual harassment includes such conduct as sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature where:

1. Submission to such advances, requests, or conduct is made a condition of employment or job status, either explicitly or implicitly.
2. Such conduct has the purpose or effect of unreasonably interfering with an apprentice's work performance because it creates an intimidating, hostile or offensive environment.

Examples of conduct that may constitute sexual harassment include, but are not limited to, lewd or sexually suggestive touching or other physical conduct, or any display of sexually explicit pictures, magazines, cartoons or other graphic material.

Harassment includes verbal or physical conduct that denigrates or displays hostility toward an individual because of his or her race, color, religion, gender, sexual preference, national origin or disability, or that of his or her friends, associates or relations, and that has the purpose of creating an intimidating, hostile or offensive working environment or unreasonably interfering with a person's work performance or otherwise adversely affects an apprentice's employment opportunities.

Harassing conduct may include, but is not limited to:

1. Epithets, slurs or negative stereotyping.
2. Threatening, intimidating or hostile acts.
3. Written or graphic material in the workplace that denigrates or displays hostility toward another because of his or her race, color, religion, gender, sexual preference, national origin, age or disability.

Any apprentice who believes he or she has been discriminated against or harassed may report the incident immediately by sending correspondence to Jud Hildebrandt, Trust Administrator for the Local 26 Educational Development Trust, 8501 Zenith Court NE, Lacey, Washington, 98516, via email at jud@local26training.org or by phoning (360) 486-9403. All apprentices have the right to file charges of discrimination with the appropriate State and Federal anti-discrimination agencies.

State and Federal law requires that the Trust investigate claims of discrimination or harassment on the job. The Union will cooperate in the Trust's investigation consistent with its obligation under State and Federal law. Efforts will be made to ensure confidentiality, but absolute confidentiality cannot be guaranteed. Confidentiality will be safeguarded to any extent possible consistent with conducting a full investigation and the obligation to protect the rights of all involved.

If a report of harassment is received, the Trust will:

1. Promptly conduct a complete investigation of all reports of harassment; keep all parties involved of the status of the investigation as it proceeds; advise all parties involved of the ultimate findings and any discipline which results from the investigation.
2. For any activity under the direct control of the Trust, the Trust will provide a prompt and effective remedy for any harassment that it can verify. In addition, the Trust will take disciplinary action against any Trust employee or instructor that it finds guilty of violating this policy. The severity of the discipline will depend on the nature of the conduct, the offender's past record and other relevant circumstances and may include discharge where that is the appropriate remedy in the judgment of the Trust.
3. For any conduct by an apprentice, whether occurring on the job or during related training, the Trust will provide prompt and effective remedy for any harassment that it can verify. The Trust will take disciplinary action against any apprentice who has violated this policy. Discipline may include the removal of an apprentice who has violated this policy. Discipline may include the removal of an apprentice from the Trust program and cancellation of his or her apprenticeship agreement, where that is the appropriate remedy in the judgment of the Trust.
4. For activity on the job under the control of the employer, the Trust will request that the employer provide a summary of any workplace investigation undertaken by the employer and whether any remedial action has taken place to redress improprieties discovered during the investigation. In appropriate cases and where legal agreement permits, the Trust will consider whether the

employer is a suitable sponsor for ongoing apprenticeship placement and on-the-job training.

5. No Trust employee, instructor or agent, or any fellow apprentice, may in any way, retaliate against any apprentice for making a good faith report of sexual harassment, or a good faith report of any other harassment based on race, color, religion, gender, national origin, age or disability. The Trust will treat any retaliation as a separate and independent violation of this policy.
6. If an investigation leads the Trust to conclude that an apprentice has knowingly made a false accusation of harassment, the Trust may also take disciplinary action against that apprentice.

Adopted this 6th day of December, 2021.



Chairman



Secretary