

# THE CWU HAS A 'ZERO TOLERANCE' POLICY TOWARDS ALL FORMS OF RACISM, PREJUDICE AND DISCRIMINATION

- Following the Brexit vote, work-place incidents of race-hate have increased.
- The EU result is not an excuse for any individual to air views which are offensive, abusive, racist or Islamophobic.
- The CWU has 'zero tolerance' towards bullying and harassment in the workplace. Any form of racial abuse or race-hate, whether from visitors, customers, clients or other employees, is unacceptable.
- CWU is proud of our diverse membership, reflective of UK's rich multicultural society. Everyone has the right to be treated with dignity and respect.
- There is never any justification to intimidate, ridicule or abuse anyone because of their race, religion, gender, sexual orientation or disability.
- If a member experiences such behaviours in the workplace or anywhere else they should discuss this with their line manager if this relates to a customer or member of the public, or their local CWU branch secretary if a colleague or manager is involved. Members can also contact the **CWU Harassment Helpline** on **0800 090 2303**.
- CWU will investigate any complaints in line with the CWU Rule Book.

## OUR CORE VALUES AND STANDARDS OF CONDUCT ARE DEFINED IN THE UNION'S RULES:

**Rule 2.1.4** To actively oppose all forms of discrimination based on race, creed, religion, age, political affiliation, disability, marital status, sex or sexual or gender orientation in industry, the union and society in general. To this end the CWU shall actively oppose any organisation, political or otherwise, whose aims are racist or fascist;

**"Members of the union are entitled to:**

**Rule 4.1.1** Members of the union are entitled to be treated with respect and courtesy by union staff, officials and members