



Code of Conduct

The Canadian Media Guild wishes to foster a collaborative, civil, creative and inclusive atmosphere among all those doing union work.

Employees, officers and volunteers of the Guild are expected to cooperate with each other to ensure members' interests come first.

To that end, it is expected that all those doing union work will be respectful of each other.

Disruptive and/or antagonistic behaviour will not be tolerated, ignored or condoned.

Such behaviour can include but is not limited to:

- frequent angry shouting or blow-ups
- derogatory comments or gestures
personal insults
excluding or shunning an individual
spreading gossip, rumours, negative blogging, cyberbullying
- communication that is demeaning, insulting, humiliating
intimidation
retaliation, bullying, sabotaging
bringing false accusations
- inappropriate comments on email or on social media
- failing to keep privileged CMG information about members or CMG staff confidential

All elected officials and employees agree to follow this code of conduct, other CMG policies, and the CMG bylaws.

Approved by NEC June 10, 2020