



Healthy Work Environment Code of Conduct

At National COSH, our core mission is to ensure that every worker can earn a living in safe and respectful conditions, irrespective of race, ethnicity, sexual identity, gender, age, disability, or language capacity. We are committed to upholding these values within our organization by promoting diversity, inclusivity, and dignity at all levels.

We advocate for the rights of all workers, including:

1. The right to report labor grievances without fear of retaliation.
2. The right to organize for a union.
3. The right to work in an environment free from harm and harassment.

To fulfill this commitment, National COSH adheres to the following policies:

1. Respecting these rights within our organization.
2. Enacting policies related to our affiliates and partners that align with these beliefs.

Prospective affiliates:

When considering new organizations as potential affiliates, National COSH will specify the expectation that affiliates are dedicated to fostering a healthy workplace, as defined above.

The application process will include a link to a Code of Conduct and the process in the event of labor strife. It will also include a check box that asks the applicant to confirm that they have harassment and grievance procedures that are consistent with the Code of Conduct. If an organization needs assistance in developing a policy, National COSH will share an example and/or refer organizations to resources.

Potential affiliates are encouraged to have robust policies that ensure protection from discrimination and retaliation based on all protected classes, and that encompass protections for workers who report grievances, along with a transparent grievance procedure. Whenever feasible, it should incorporate the involvement of an ombudsperson or another impartial entity to address issues concerning the executive director or matters best resolved by an independent party.

Current affiliates:

Each local COSH group's directors will be provided with a copy of the Healthy Work Environment Code of Conduct. National COSH reserves the right to request a copy of affiliate's policies related to a healthy work environment.

If a violation of the Healthy Work Environment policy is reported to National COSH by an affiliate and/or its workers:

National COSH will establish a Healthy Workplace Committee, comprising the Executive Director and one or two board members.

If National COSH leadership is informed by employee(s) about violations of the Healthy Workplace Code of Conduct, the executive director of National COSH will proceed with the following steps:

1. Inquire as to whether the worker(s) have taken the appropriate steps within the organization to pursue their grievance, such as first to the executive director, to the board, etc. Refer worker(s) to resources for emotional support and for guidance regarding their rights. Ensure that confidentiality is maintained to protect the worker(s) from retaliation.
2. If grievance steps have been exhausted and/or the violations are egregious and formal actions have been taken by labor agencies or by workers, National COSH executive director will bring the situation to the attention of the Ad Hoc Committee, and take the following steps:
 - Issue a letter to the impacted workers as well as to the affiliate leadership, expressing concern for the labor strife and access to resources to support a resolution that satisfactorily resolve the labor issues.
 - Should the labor issues continue unresolved to the satisfaction of the impacted workers, National COSH leadership will take steps to further investigate and reserve the right to suspend the membership, with written notice. In egregious circumstances, as determined by the Ad Hoc Committee, National COSH leadership also reserves the right to take steps to terminate the membership, in accordance with policies stipulated in the organization's bylaws.
 - In the event of a suspension, the affiliate will be notified about the suspension and what it means including: being temporarily removed from the COSH Network, fundraising and executive director listservs, and participation in affiliate meetings and events. They will also be removed from the National COSH website.
 - To be restored as an active affiliate, the affiliate must submit a request to the Ad Hoc Committee describing the resolution of the labor strife and all outstanding worker demands and lawsuits, as well as policies and procedures instituted that will promote a more healthy workplace moving forward.
 - In the event of an expulsion, the affiliate will be notified and what it means including: being removed from the COSH Network, fundraising and executive director listservs, and participation in affiliate meetings and events. They will also be removed from the National COSH website.

RESOURCES:

[Anti-racist HR Guidebook](#)

[Model employer policy to prevent workplace violence and harassment](#)

Adopted by National COSH Board of Directors, June 20, 2024