



# GMB Zero Tolerance Statement

The GMB is committed to preventing harassment and discrimination. All forms of discrimination and harassment are unacceptable, undermine the dignity of an individual, are morally wrong, unlawful and have a detrimental impact on individuals, on the workplace, for the union and in society.

Any such behaviour will not be tolerated within our union.

One of our core principles is the right for everyone to be treated with equality, dignity, and fairness in work and society. As contained within our Rule Book our 'Aims and Objectives' are: To ensure equal opportunities within the Union, the workplace, and wider society; and to end harassment, prejudice and discrimination at work on the grounds of gender, gender identity, race, ethnicity, nationality, religious beliefs, disability, age, marital status, sexuality, or social class.

GMB will not tolerate any behaviour, gestures, verbal, written or electronic communication or physical act that can reasonably be perceived as being discriminatory or harassment.

Every GMB employee or member should be confident to report acts of discrimination or harassment and confident that they will be protected from any reprisal.

GMB will treat all complaints and reports of discriminatory behaviour and harassment seriously, fairly, and proportionately without fear or favour. GMB will investigate them promptly, efficiently and in confidence, in line with our policies and Rule Book.

Awareness-raising programmes, education, and on-going training will be given to employees and members. GMB is committed to promoting respect, equality, inclusion, and diversity at all levels of our lay and employee structures.

This statement applies to: GMB members, GMB employees, workers, contractors, and all those directly or indirectly performing functions in relation to GMB

**Adopted by GMB Congress 2014 as part of the GMB Women's Project CEC Special Report**

**Updated by the Taskforce for Positive Change (and endorsed by the CEC on 1 February 2022).**

**Updated following amendments to Rule 2: Aims and Objectives (adopted by Congress 2023)**