

SHOWING UP AT THE RA

*NEA's Standards of
Conduct, Free Speech, and
Being "In Union
Together"*



Welcome NEA RA Delegates!

- *Showing Up* at the RA isn't just about being in your seat with your delegation and ready vote.
- It's about holding yourself and your fellow delegates to a set of expectations for how you will engage together productively and meaningfully to carry NEA's work forward.





Showing Up means...

- Abiding by NEA's Standards of Conduct Policy
- Understanding NEA's commitment to Free Speech
- Being "In Union, Together"





NEA's Standards of Conduct Policy

- NEA's priority is to assure the safety of all participants at the RA
- NEA's Standards of Conduct reflect our commitment to promoting universal respect for all people and encouraging full participation in NEA's activities without fear, intimidation, retaliation, discrimination or harassment.
- At the RA (July 3–7), the Standards of Conduct are administered by the Committee on Equity and Ethnic Harmony (CEEH).



Structure of NEA's Standards of Conduct Policy

Identifies
aspirational
standards of
“Expected”
behavior:

- ✓ Respect others and their views;
- ✓ Recognize and value individual differences;
- ✓ Promote mutual respect, understanding and cooperation as the basis of interactions amongst participants in NEA activities, events or meetings;
- ✓ Maintain the reputation of NEA by conducting themselves in accordance with high standards of professionalism



Structure of NEA's Standards of Conduct Policy

Identifies *restrictions*
on conduct that is
“Unacceptable” (i.e.,
violations can result
in corrective or
disciplinary action):

- ❌ Discrimination
- ❌ Harassment
- ❌ Threats & physical assault
- ❌ Other similar conduct



Enforcing NEA's Standards of Conduct Policy



- Policy is announced at the start of the meeting
- Complaint form is accessible by QR Code
- Complaints will be acknowledged, investigated, and a resolution provided



Enforcing NEA's Standards of Conduct Policy



NEW this year, enforcement procedures include:

- Removal from the meeting for serious offenses (assault, physical threats, intentional doxing).
- A single warning before removal for other violations



Enforcing NEA's Standards of Conduct Policy



Also *NEW* this year, each state caucus will have a designated **CEEH** liaison.

- Liaisons will be trained in de-escalation.
- Each will have a direct line to CEEH leads.



What the Standards of Conduct Isn't for...

Avoid submitting complaints about...

- Ordinary interpersonal conflicts
- Issues occurring at non-NEA events
- Routine concerns about the RA facilities (“I don’t like the DJ’s music choices.”)

- Misuse of the complaint process is a drain on staff and leadership resources





Free Speech and the RA

- As a democratic union of educators, NEA is deeply committed to the principles of free inquiry and open debate.
- The Labor-Management Reporting and Disclosure Act of 1959 guarantees the free speech rights of NEA members.
- NEA therefore respects the free speech rights of delegates at the RA, including in the application of its Standards of Conduct.



Free Speech at the RA can mean navigating difficult and even hurtful issues...

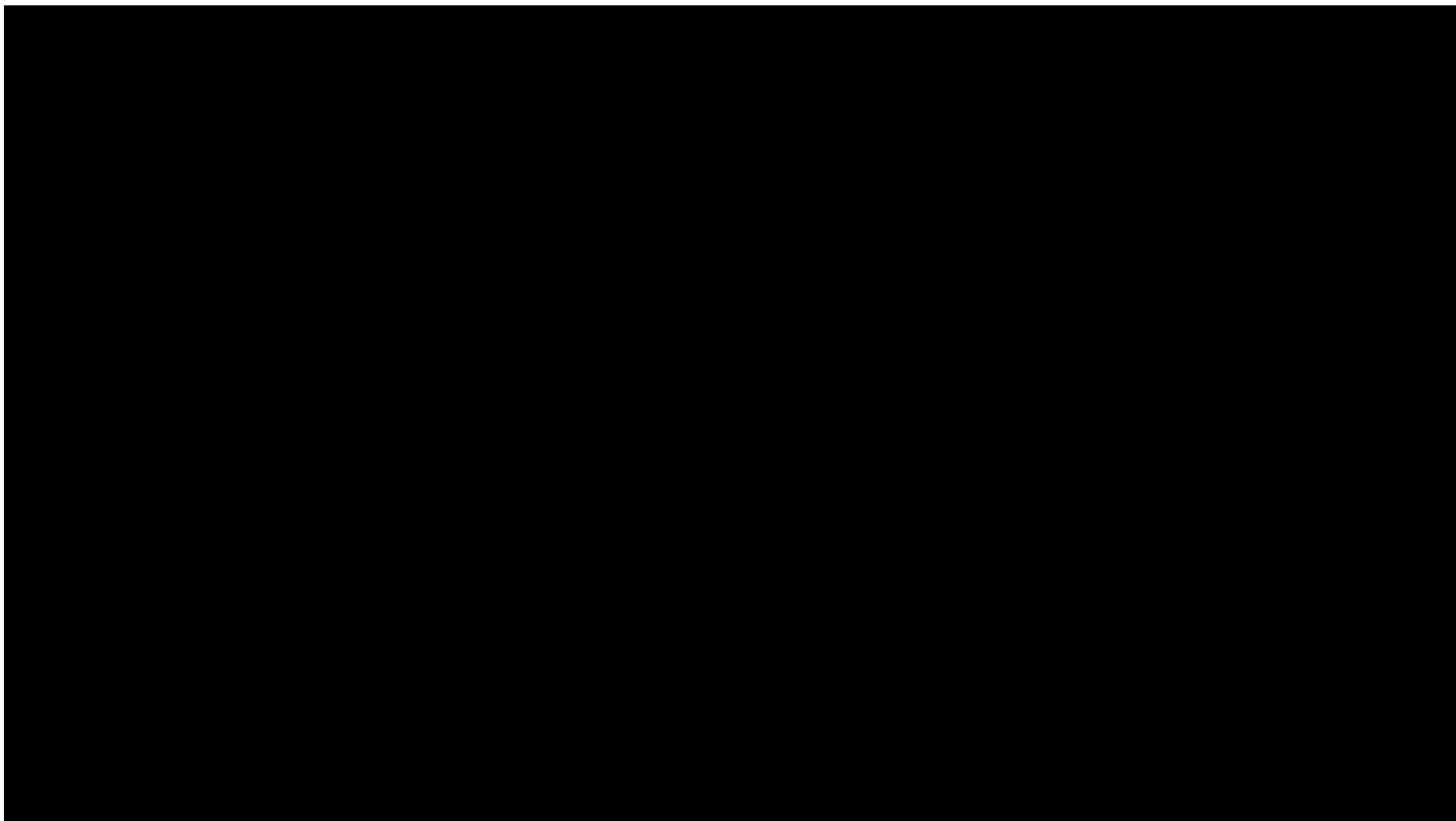
- Debate on significant issues and world events can trigger strong emotions and touch on sensitive matters like religion, race, ethnicity, gender, and sexual orientation.
- This sometimes means protecting speech that is “Lawful but awful.”

Our standards distinguish between:

- **Protected expression** of values and politic views communicated to the community at large, and...
- **Unprotected conduct** that genuinely targets and harasses specific individuals.



In Union, Together...





- Our national discourse is coarse, polarized, and insensitive.
- We are navigating a hostile, highly politicized environment in which any perceived misstep can trigger attacks.
- Now, more than ever, it is important to show that we can join “In Union, Together.”



- As a union of educators, we should:
 - Model—for or our country, our students, and our communities—how to come together and debate difficult issues with civility, grace, and respect.
 - Hold ourselves to that expectation and hold others to it, as well.
- Every person in the RA hall is a fellow siblings in our union, joined with you for a common purpose. Respect them.

One union. Many voices. Shared responsibility.

*Let's show up for each other
and our students this RA.*

We debate because we care: about respect, about every voice being heard, and about the space we're building together. This is what democracy looks like. Together, we'll be ready to listen, ready to learn, and ready to make this a great RA.

