



INTERNATIONAL TRAINING FUND

International Apprentice Contest (INAC) Competitor Code of Conduct Guidelines

The United Association International Training Fund (“ITF”) is committed to the principles of respect, honesty, integrity, and professionalism. As a UA member, you should be committed to adhering to the UA Standard for Excellence, which reflects the UA's commitment to delivering the highest levels of safety, quality, and productivity. By participating in the International Apprentice Competition as a competitor representing your local union and district, you are expected to meet and exceed these standards of professionalism and affirm the high standard of ethics and conduct. For clarity, the following has been assembled to provide direction on expectations and a code of conduct.

General Expectations – Ethical Principles:

It is expected that the INAC competitors shall comply with the following principles at all times during their week at the competition:

- Comply with all contest rules, policies, and procedures.
- Be mindful of your surroundings and of your fellow competitors.
- Be considerate and respectful to each other.
- Be inclusive.
- Conduct yourself professionally at all times, including during the competition activities and outside of competition (after hours).
- Respect diversity of opinions and ideas.
- Refrain from harassing, discriminatory, or demeaning conduct.
- Refrain from the use of profanity and offensive language.
- Refrain from exclusionary behavior.
- Do not participate in or condone unlawful behavior or activity.
- Maintain a positive and professional environment.
- Contestants should arrive prior to the start of the competition with no injuries or ailments that would impair their competition activities and/or cause a direct threat to the health and safety of themselves or other competitors.



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Alcohol & Substance Use:

- Other than prescribed medications, drug use is prohibited during competition week. Medications that may have immediate and/or residual effects and pose a risk in the safe operation of machinery/equipment and that may alter awareness and cognitive functions are prohibited from use unless prior approval is received. Requests for approval related to such drug use will be reviewed on a case-by-case basis to ensure competitors and staff are protected from harm and so that appropriate safeguards are in place.
- Marijuana and/or alcohol use will not be tolerated anywhere on the WCC campus. If consumed outside the competition, it should be done in moderation only. Excessive consumption and inappropriate behaviors will not be tolerated, and, upon review by the INAC committee, can be grounds for disqualification from the contest. Competitors should not operate any vehicles or equipment or otherwise be engaged in competition activities while impaired in any capacity.

Use of Social Media:

The ITF recognizes the inherent value that technology and social media can bring to support the operation and success of the ITF, local training programs, the UA and industry partners. By participating as a competitor, you may be featured on social media platforms or in various communications. The ITF also acknowledges that many competitors may share their activities on their personal social media accounts during the events.

All social media posts featuring, showing, or otherwise reflecting the INAC are expected to meet the following guidelines:

- Show professionalism.
- Be courteous, respectful, ethical, and responsible.
- Refrain from posting content that is:
 - untruthful
 - defamatory



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- libelous
 - discriminatory
 - hateful
 - harassing
 - threatening
 - obscene
 - profane
 - vulgar
 - violates copyright, trademark or other intellectual property rights
 - proprietary or confidential.
- Ensure that others are aware that any personal account or statements do not represent the ITF, local training program, the UA, or industry partners.
 - Avoid speaking on matters outside the field of expertise.
 - Exercise discretion.
 - Be respectful, polite, and patient when speaking or posting information in relation to the INAC.

Enforcement:

The INAC committee chairman and assigned facilitators of the competition reserve the right to proceed with any and all actions to enforce this Code of Conduct or otherwise ensure safe and appropriate behavior. Enforcement actions may include penalties ranging from scoring deductions, disqualification, and/or removal from the competition. In each case, the Business Manager & Training Coordinator of the competitor will be informed of such infractions. If a competitor is removed from the contest, associated costs, such as per diem, travel expenses, and hotel costs, may be impacted. These costs may no longer be subject to support from the ITF.

Agreement:

In line with and in consideration for my participation in the ITF-sponsored INAC event, I accept and will adhere to the Code of Conduct when participating in such an event. I understand the INAC committee may take any and all action it deems



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appropriate, including removing me from the competition, should I fail to adhere to this Code of Conduct.

Contestant Name: _____

Signature: _____

Local Union: _____

Date: _____

Training Coordinator Name: _____

Signature: _____

Local Union: _____

Date: _____