



New Employee Outreach

BUILDING POWER FROM DAY ONE



AFSCME Code of Conduct

- AFSCME is committed to providing an environment free from discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristics prohibited by law. As such, AFSCME will not tolerate discriminatory, harassing or otherwise unacceptable behavior at any of its activities, events or meetings. AFSCME expects everyone who participates in any of its activities, events or meetings to abide by this standard of conduct.
- There will be no retaliation or other adverse action taken against an individual who makes a complaint. Complaints should be sent to the AFSCME Human Resources Department at reportharassment@afscme.org



What went wrong with that NEO?

Values

Table Discussion

- Where could we do one-on-one outreach?
- Why should we do one-on-one outreach?
- What can we talk about during one-on-one outreach?



What are interactions you can plan to welcome new employees?

What type of materials should you make sure the new employee has?

How can you recruit members to conduct one-on-one outreach?

Your NEO Plan

Consider:

- How are new employees brought into your workplace?
- Do they start all at once or throughout the year?
- Which of the interactions previously identified would work best in your local?

