

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FORTY EIGHTH BOARD OF DIRECTORS MEETING**  
**MAY 13-14, 2021**  
**(Conducted Virtually)**

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**SUBJECT:** Mutual Respect Policy

**STATEMENT OF QUESTION:**

Should the Mutual Respect Policy be updated to reflect consistency with Article I.C.1. of the AFA-CWA Constitution and Bylaws (C&B) and the Mission Statement?

**SOURCE AND DATE SUBMITTED:** International President – April 13, 2021

**BACKGROUND INFORMATION:**

This is merely a technical correction to update a portion of the Mutual Respect Policy so that it mirrors the language in Article I.C.1. of the Constitution and the Mission Statement.

Currently, the first sentence of the Mutual Respect Policy states the following:

“The Association of Flight Attendants-CWA is opposed to any discrimination based on age, color, disability, gender identity, and gender expression.”

Article I.C.1. states the following:

“To unite all cabin crew members in the airline industry regardless of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, and gender expression who are eligible for membership.”

The intent is to bring consistency to these three areas of the Constitution and Bylaws.

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**PROPOSED RESOLUTION:**

WHEREAS, there is an internal inconsistency between the Mutual Respect Policy and AFA's primary objective; and,

WHEREAS, this Agenda Item will eliminate that inadvertent inconsistency;

THEREFORE BE IT RESOLVED, the first sentence of the AFA Mutual Respect Policy will be changed as follows:

The Association of Flight Attendants-CWA is opposed to any discrimination based on age, color, disability, **marital status, national origin, race, religion, sex, sexual orientation**, gender identity, and gender expression.”

BE IT FINALLY RESOLVED, the remainder of the Mutual Respect Policy remains unchanged.