

## **Resolution for a KCDCC Code of Conduct to Address Aggression and Sexual Harassment**

**Whereas** we operate in a climate of mutual respect; and

**Whereas** we acknowledge that aggressive or exploitive conduct can occur between people of any age and gender where there is a power imbalance, we are especially desirous of sending a message to our members that such conduct is inconsistent with our Democratic values and that pressuring some members has made them feel disrespected and unsafe; and

**Whereas** relationships within the Democratic Party are subject to power dynamics, whether obvious or subtle, among volunteers, mentors, party leaders, major donors, candidates and elected officials, such dynamics can affect behavior as well as reporting misconduct; and

**Whereas** too often such dominant behavior has been supported by cultural patterns of disrespect and pressure that are allowed to pass unchecked, and the same dominant patterns and behaviors often intimidate bystanders, keeping them from assisting vulnerable persons, and perpetuates a culture of sexual violence and intimidation; and

**Whereas** upholding our Democratic values must mean standing together to oppose bullying, physical harm, sexual assault, perpetuation of rape culture and harassment of members of our Party;

**Therefore be it resolved** that the King County Democrats Central Committee renounces bullying, intimidation, harassment and sexual assault among our members, and we call upon the KCDCC to adopt a Code of Conduct with consequences for anyone who attempts bullying, aggression, intimidation or sexual violence towards another member; and

**Therefore be it resolved** that we support victims and survivors of sexual harassment and assault in coming forward; and

**Therefore be it further resolved** that we will implement this Code, along with bystander Intervention awareness training, and we will strive to make each meeting and event a safe place.