

# **Code of Conduct – King County Democrats Executive Board**

Disagreements, both social and technical, happen all of the time. When they occur, we seek to resolve disagreements and differing view constructively and with the help of community and community processes.

All members of our organization are expected to behave in a manner that advances the goals, values, and mission of the Democratic Party. Internally facing and externally facing behaviors and actions have an impact on how the public perceives our organization, and how and whether new and existing members feel comfortable and welcome as part of the Democratic Party. All members of the Executive Board have an obligation to comport themselves in a manner that meets these criteria, and be cognizant of how their actions, during meetings, events, and generally in public spaces, impact the perception of our Party to the public at large.

## **I. Anti-Harassment Policy**

Harassment comes in many forms, including but not limited to: offensive verbal or written comments related to gender, sexual orientation, gender identity, disability, age, physical appearance, body size, race, ethnicity, national origin, immigration status, or religion. Touching or entering personal space without consent, or other physical violation, shall not be tolerated by the KCDCC.

Harassment also includes: stalking, persistent following, intrusive or otherwise unwanted photography or recording, sustained disruption of talks or other events, and unwelcome sexual attention.

Unacceptable behavior includes, but is not limited to:

- Violent threats or language directed against another person.
- Sexist, racist, or otherwise discriminatory jokes and language.
- Posting sexually explicit or violent material online while in an official capacity (real or reasonably perceived), or to an official message board, official email list, or other official organizational site.
- Posting (or threatening to post), without permission from that individual, other people's personally identifying information (also known as "doxing") in any public forum.
- Personal insults, or personally disparaging remarks during debate of a motion.
- Unwelcome sexual attention.
- Advocating for, or encouraging, any of the above behavior.

## **II. Roles**

1. The Community Ombudsperson reviews and investigates complaints, meets regularly with community advocates, advises on enforcement of community standards of behavior, is responsible for maintaining a record of incidents, and

ensures pertinent information is shared with necessary parties. For 2018, the community Ombudsperson is appointed by the Chair and confirmed by the executive Board. The Executive Board may, by majority vote, remove the Ombudsperson during a regular meeting, with at least 14 days' notice of intention to call such a vote given to the elected officers. **The position of Ombudsperson will be considered as an elected officer, with a final report by the Bylaws & Rules Committee no later than September, 2018.**

2. Any complaints shall be submitted to the Ombudsperson, who shall distribute any such complaints to the Chair and Vice Chairs for further deliberation and consideration.
3. The KCDCC Chair, in conjunction with the Ombudsperson and Vice Chairs, will recommend actions to the Executive Board against individuals in violation of the Code of Conduct. In the event a complaint is about the Chair and/or the Ombudsperson, then a recommendation shall be made by majority vote of the Vice Chairs.
4. This code of conduct applies to all Executive Board members, committee members, or other participants in meetings, events, and/or virtual spaces of the King County Democrats.

### **III. Incident Handling**

1. Following an investigation of a complaint, the Ombudsperson shall refer the complaint to the Chair and Vice Chairs along with a recommendation for one of the following remedies:
  - a) No action, with a report to the person who made the complaint.
  - b) Private consultation between the Chair, the ombudsperson, and complaine, with a report to the person who made the complaint.
  - c) Any further action requiring vote of the Executive Board.
2. Any action by the Chair and Vice Chairs requires a majority vote of the Chair and Vice Chairs. Any Executive Board action requires 2/3 vote of the Executive Board (present and voting)

### **IV. Documenting Incidents**

All reports and results shall be maintained in an archive by the Ombudsperson for not less than three (3) years. Reports that do *not* lead to referral for disciplinary action shall not be made public unless deemed relevant for future action by majority vote of the Chair and Vice Chairs.

### **V. Corrective Actions**

1. By 2/3 vote of the Executive Board (present and voting), the following may occur (this list is not exhaustive):
  - a. Public Censure
  - b. Suspension of credentials for the individual
  - c. Physical ban from KCDCC meetings, events, and/or ban from virtual spaces
  - d. Other actions as deemed appropriate by the Executive Board