

# 19<sup>th</sup> Legislative District Democratic Committee

## Code of Conduct

The 19<sup>th</sup> Legislative District Democratic Committee (19<sup>th</sup> LDDC) consists of volunteers from throughout the 19<sup>th</sup> Legislative District who work together to further the ideals of the Democratic Party, with a specific focus on the issues that affect those residing within the District.

This 19<sup>th</sup> LDDC Code of Conduct (Code) applies in any physical or virtual location where members of the 19<sup>th</sup> LDDC have gathered and/or are collaborating when conducting 19<sup>th</sup> LDDC business. Events that take place in public spaces, such as conferences and meetup groups, may also have facility or event specific codes of conduct which will at that facility or event supplement this Code and any codes of recognized affiliates.

This Code applies to all members of the 19<sup>th</sup> LDDC participating in 19<sup>th</sup> LDDC-managed events or meetings. When 19<sup>th</sup> LDDC members are participating in events managed by the Washington State Democratic Central Committee (WSDCC), the WSDCC may, in its discretion, enforce this Code with respect to WSDCC members or officers of recognized affiliates.

All members of the 19<sup>th</sup> LDDC are expected to make participation a harassment-free experience for everyone, regardless of age, disability, ethnicity, gender identity and expression, level of experience, ability, socioeconomic status, nationality, personal and/or physical appearance, race, religion or lack thereof, or sexual identity and orientation.

All members of the 19<sup>th</sup> LDDC are expected to engage in debate and discussion with others in a manner reflecting mutual respect and courtesy, whether such debate and discussion is occurring in 19<sup>th</sup> LDDC-managed events or meetings, or in other events or meetings, including virtual fora.

When appropriate the 19<sup>th</sup> LDDC will exercise the right, as specified in this Code, to discipline members for serious or repeated violation of the Code. A participant who violates the Code at a 19<sup>th</sup> LDDC-managed event or meeting may be asked to leave the event or meeting. A 19<sup>th</sup> LDDC member who violates these codes may be subject to sanction pursuant to the Procedures for Code of Conduct Violations.

### **Expectations**

Members of the 19<sup>th</sup> LDDC are individually responsible for maintaining and advancing the collective reputation of the Democratic Party and its candidates as well as their personal reputations. The following list is a collection of general expectations for 19<sup>th</sup> LDDC members, but if violated, do not inherently qualify as a violation of this Code. We are all human, and we all make mistakes. Repeated and deliberate violations of these expectations could constitute a violation of the Code. Whether or not a violation of the code occurred, and if a violation occurred, what penalty will be imposed, shall be determined by the Executive Board. If a member of the Executive Board is the one that may have committed a violation of the Code, that member will recuse themselves from any discussion regarding the potential Code violation and subsequent penalty.

In general, all members should keep in mind that:

- Their work will be used by other people, and they in turn, will depend on the work of others.
- Decisions they make will often affect others in the community.

WSDCC Code of Conduct / Ethics

Passed by the WSDCC on February 2<sup>nd</sup>, 2020

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- Disagreements happen but are not an excuse for poor behavior and bad manners. When disagreements do happen, parties should work together to solve them effectively and in a way that ensures that everyone has a reasonable opportunity to be heard and understood.
- People may not understand jokes, sarcasm and oblique references in the same way. If told by another that your conversation is making them uncomfortable, try to make amends and move forward.
- Members should advance our collective commitment to openness and growth by promoting a culture of respect, inclusion and equity. Members are encouraged to:
  - Use welcoming and inclusive language and be welcoming, inclusive, friendly and patient.
  - Assume good intent on the part of other speakers and participants.
  - Be kind, considerate, respectful and professional by treating all individuals with a sense of dignity, respect and worth.
  - Make a personal commitment to be nonjudgmental about cultural differences, living conditions and the lifestyles of people with whom I interact.
  - Avoid profane or exclusionary language. Under no circumstance should a member knowingly use racist or abusive or sexualized language.
  - Avoid disruptive behavior.
  - Not publish photos, videos, and audio of others if they reasonably object or ask to be excluded and granting their request will not be inconsistent with the Party's commitment to accountability of elected representatives to their constituents and transparency of decision-making by governing bodies. Participants in meetings should be notified in advance of proposed live streaming and offered an opportunity to raise objection. (The previous list applies to all forms of communication, including committee meetings, whether in person, by telephone or any other forum; and other communication media, such as Facebook, Slack, mailing lists, and issue trackers that are used by the WSDCC.)
- Administrators and contributors to online spaces, such as webpages and Facebook groups, should respect the reasonably assumed communal nature of such spaces.

### Code Violations

**The following provisions identify specific conduct or practices that are violations of this Code and may subject the violator to disciplinary action.** Members who witness behaviors that violate these provisions should proactively take appropriate and fair preventative action.

- Failing to respect others' personal space and/or making physical contact with others without receiving their consent. There is an expectation that the recipient of the failure to respect personal space and/or physical contact communicate that consent has not been given, unless the contact is blatantly harmful or sexual in nature. If an individual does not feel comfortable conveying that consent has not been given, that person should report the issue to a member of the Executive Board as soon as possible, at which point that Executive Board Member will address the situation.
- Taking advantage of a person under the influence who cannot provide reasonable consent based on their subjective level of intoxication.
- Failing to stop unwanted physical contact, even if previous consent was obtained, when objection is reasonably communicated. Consent can be instantly revoked and prior

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consent, intoxicated comments and/or actions are not consent. Communication shall be considered reasonable based upon whether an ordinary person in the non-consenting party's position would believe that their consent is withdrawn regardless of if such is withdrawn orally or non-orally.

- Failing to respect others' property, and property of the 19<sup>th</sup> LDDC.
- Failing to immediately cease behavior (including repeated insensitive joking or undue sarcasm) that is reasonably perceived by the target of the behavior as harassing, abusive or violent, and/or the speaker of the comments in question failing to reasonably take account of the fact that others may have different opinions as to what behavior qualifies as such. As political leaders in their communities, members are expected to make themselves aware of and reasonably anticipate the sensitivities of others.
- If consuming alcohol or other regulated substances, failing to do so responsibly and only at events where such consumption is appropriate.
- Providing alcohol or other regulated substance to any person underage and/or consuming alcohol or regulated substance while underage.

This Code may be revised from time to time at the discretion of the 19<sup>th</sup> LDDC.