

Washington State Democratic Central Committee

Code of Conduct

1 The Washington State Democratic Central Committee and its recognized affiliated
2 bodies of the Washington State Democratic Party consist of a diversity of
3 professionals and volunteers from all over Washington State who work together to
4 promote a truly representative Democratic Party open to all who support its principles.

5
6 The WSDCC and these recognized affiliates convene in many physical and virtual
7 spaces. This Code of Conduct (Code) applies in any physical or virtual location where
8 members of the WSDCC have gathered and/or are collaborating when conducting the
9 WSDCC business. In addition, all recognized affiliates of the WSDCC are expected
10 to adopt and apply this Code or their own codes of conduct which may not be
11 inconsistent with this Code. Events that take place in public spaces, such as
12 conferences and meetup groups, may also have facility or event specific codes of
13 conduct which will at that facility or event supplement this Code and any codes of
14 recognized affiliates.

15
16 This Code and the related codes of affiliated bodies (collectively “codes”) apply to all
17 members of the Washington State Democratic Party participating in Party-managed
18 events or meetings. Recognized affiliates are primarily responsible for enforcing
19 applicable Codes at events managed by them. However, the WSDCC may, in its
20 discretion, enforce this Code with respect to WSDCC members or officers of recognized
21 affiliates.

22 Whether or not expressly stated in the codes, all members of the WSDCC and its
23 recognized affiliates are expected to make participation in Democratic organizations an
24 harassment-free experience for everyone, regardless of age, disability, ethnicity,
25 gender identity and expression, level of experience, ability, socioeconomic status,
26 nationality, personal and/or physical appearance, race, religion or lack thereof, or sexual
27 identity and orientation.

28 Whether or not expressly stated in the codes, all members of the WSDCC and its
29 recognized affiliates are expected to engage in debate and discussion with others in a
30 manner reflecting mutual respect and courtesy, whether such debate and discussion is
31 occurring in Party-managed events or meetings or in other events or meetings, including
32 virtual fora.

33 **When appropriate the WSDCC and/or its recognized affiliates will exercise**
34 **their inherent rights as deliberative assemblies to discipline members for serious**
35 **or repeated violation of the codes. A participant who violates an applicable code**
36 **at a Party-managed event or meeting may be asked to leave the event or**
37 **meeting. A WSDCC member or officer of a recognized affiliate who violates these**
38 **codes may be subject to sanction pursuant to the Procedures for Code of Conduct**
39 **Violations.**

40
41 **Members of the WSDCC and recognized affiliated bodies are individually responsible for**
42 **maintaining and advancing the collective reputation of our Party and its candidates as**

Washington State Democratic Central Committee

Code of Conduct

43 **well as their personal reputations. They should keep in mind that:**

- 44 ● Their work will be used by other people, and they in turn, will depend on the
45 work of others.
- 46 ● Decisions they make will often affect others in the community.
- 47 ● Disagreements happen but are not an excuse for poor behavior and bad
48 manners. When disagreements do happen, parties should work together to
49 solve them effectively and in a way that ensures that everyone has a reasonable
50 opportunity to be heard and understood.
- 51 ● People may not understand jokes, sarcasm and oblique references in the same
52 way. If told by another that your conversation is making them uncomfortable, try
53 to make amends and move forward.

54 **Members should advance our collective commitment to openness and growth by**
55 **promoting a culture of respect, inclusion and equity. They should:**

- 56 ● Always remember to use welcoming and inclusive language and be welcoming,
57 inclusive, friendly and patient.
- 58 ● Assume good intent on the part of other speakers and participants.
- 59 ● Be kind, considerate, respectful and professional by treating all individuals with
60 a sense of dignity, respect and worth.
- 61 ● Make a personal commitment to be nonjudgmental about cultural differences,
62 living conditions and the lifestyles of people with whom I interact.
- 63 ● Avoid profane or exclusionary language. Under no circumstance should a
64 member knowingly use racist or abusive or sexualized language.
- 65 ● Avoid disruptive behavior.
- 66 ● Not publish Photos, videos, and audio of others if they reasonably object
67 or ask to be excluded and granting their request will not be inconsistent with the
68 Party's commitment to accountability of elected representatives to their
69 constituents and transparency of decision-making by governing bodies.
70 Participants in meetings should be notified in advance of proposed live
71 streaming and offered an opportunity to raise objection. (The previous
72 list applies to all forms of communication, including committee meetings,
73 whether in person, by telephone or any other forum; and other communication
74 media, such as Facebook, Slack, mailing lists, and issue trackers that are used by
75 the WSDCC.)

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

- 80 ● Failing to respect others' personal space and/or making physical contact with
81 others without receiving their consent.

Washington State Democratic Central Committee

Code of Conduct

- 82 ● Taking advantage of a person under the influence who cannot provide
83 reasonable consent based on their subjective level of intoxication.
- 84 ● Failing to stop unwanted physical contact, even if previous consent was obtained,
85 when objection is reasonably communicated. Consent can be instantly revoked
86 and prior consent, intoxicated comments and/or actions are not consent.
87 Communication shall be considered reasonable based upon whether an ordinary
88 person in the non-consenting party's position would believe that their consent is
89 withdrawn regardless of if such is withdrawn orally or non-orally.
- 90 ● Failing to respect others' property, and property of the organization to which the
91 member belongs.
- 92 ● Failing to immediately cease behavior (including repeated insensitive joking or
93 undue sarcasm) that is reasonably perceived by the target of the behavior as
94 harassing, abusive or violent, and/or the speaker of the comments in
95 question failing to reasonably take account of the fact that others may
96 have different opinions as to what behavior qualifies as such. As political
97 leaders in their communities, members are expected to make themselves aware
98 of and reasonably anticipate the sensitivities of others.
- 99 ● Administrators and contributors to online spaces, such as webpages and
100 Facebook groups, should respect the reasonably assumed communal nature
101 of such spaces.
- 102 ● If consuming alcohol or other regulated substances, failing to do so responsibly
103 and only at events where such consumption is appropriate.
- 104 Providing alcohol or other regulated substance to any person underage and/or
105 consuming alcohol or regulated substance while underage. This Code may be revised
106 from time to time at the discretion of the WSDCC with the assistance of the WSDCC
107 Affirmative Action Committee and the WSDCC Rules and Bylaws Committee