



**IMPERIAL COUNTY
DEMOCRATS**

Code of Conduct

Containing excerpts from the Bylaws

"The first three Sections of this Article shall collectively be referred to as the Code of Conduct, and shall be compiled and published separately by the Secretary for ease of reference. A copy of the Code shall be given to all new members of the Central Committee and be available to the public on its official website."

- Article 5, Section 1(a)

www.imperialcountydems.com
@ImperialDems on Instagram

Imperial County Democratic Party, FPPC# 1459753.
Not authorized by any candidate or candidate committee.

Article 5. Conduct, Removals, and Due Process

Section 1. Behavioral Code of Conduct

- (a) The first three Sections of this Article shall collectively be referred to as the Code of Conduct, and shall be compiled and published separately by the Secretary for ease of reference. A copy of the Code shall be given to all new members of the Central Committee and be available to the public on its official website.
- (b) All leaders, members, employees, and others associated with the Central Committee or Party are to act professionally, respecting the personal rights and dignities of all individuals involved so as to create a productive, safe, and inclusive environment for all.
- (c) All individuals should feel welcome and safe within the Central Committee and Party, regardless of their sex, gender, gender identity, gender expression, sexual orientation, pregnancy, race, color, ethnicity, national origin, ancestry, religion, creed, age, physical or mental disability, medical condition, genetic information, marital status, military or veteran status, body size, domestic violence victim status, or any other legally protected classifications.
- (d) The behavior standards set forth in this Article are not limited to Central Committee meetings, Assembly District meetings, or Party events. Harassment will not be tolerated at any and all events sponsored by or affiliated with the Central Committee or Party, as well as in related calls, texts, emails, communications, or other media now existing or hereafter invented.
- (e) The Central Committee expects its chartered clubs and organizations to establish and enforce behavioral standards at or exceeding those required by this Code of Conduct.

Section 2. Unacceptable Harassment

- (a) The Central Committee shall not tolerate prohibited harassment based on any of the protected categories found in these bylaws. Prohibited harassment can be verbal (such as slurs, jokes, insults, epithets, gestures, or teasing based on the protected categories listed above), visual (such as the posting or distribution of offensive posters, symbols, cartoons, drawings, displays, or emails based on the protected categories listed above), or physical (such as physically threatening another person, blocking someone's way, touching private parts, making physical contact in an unwelcome manner, and similar acts).
- (b) The Central Committee shall not tolerate sexual harassment, that is, harassment based on sex or inappropriate conduct of a sexual nature, which includes harassment based on sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity or gender expression. Prohibited sexual harassment may include all of the actions described above as harassment, as well as other unwelcome sex-based conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors,

conversations regarding sexual activities, or other verbal or physical conduct of a sexual nature. Sexually harassing conduct need not be motivated by sexual desire and it may include situations that began as reciprocal relationships, but that later cease to be reciprocal. Quid pro quo sexual harassment is expressly prohibited, such as when submission to sexual conduct is made explicitly or implicitly a term or condition of an individual's membership in the Party, appointment to committee, leadership, or other role; or submission to or rejection of sexual conduct by an individual is used as the basis for decisions affecting that individual.

- (c) The Central Committee shall prohibit and prevent the creation of a hostile environment based on sex or any of the other protected categories listed above, that is, conduct that creates an intimidating, hostile or otherwise offensive environment. A hostile environment can be created by unwelcome sexual advances, flirtation, teasing, sexually suggestive or obscene letters, invitations, notes, emails, voicemails or gifts; sex, gender or sexual orientation-related comments, slurs, jokes, remarks or epithets; leering, obscene or vulgar gestures or making sexual gestures; displaying or distributing sexually suggestive or derogatory objects, pictures, cartoons, or posters or any such items; impeding or blocking movement, unwelcome touching or assaulting others; any abusive yelling or screaming, other verbal threats, or disrespectful language (in any form) directed at a person; any sexual advances that are unwelcome as well as reprisals or threats after a negative response to sexual advances; and conduct or comments consistently targeted at one gender, even if the content is not sexual in nature.

Section 3. Retaliation Prohibited

- (a) Any person who feels that they have been subjected to conduct in violation of this Article or who otherwise feel unsafe due to violative conduct or a hostile environment as described in these bylaws is encouraged to report the discrimination and/or harassment (of themselves or observed with respect to others) as soon as possible.
- (b) Retaliation for reporting harassment or discrimination, or participating in an investigation with respect to harassment or discrimination, is expressly prohibited.
- (c) Retaliation may include, but is not limited to, exclusion from meetings or committees, ostracism, or other conduct that may limit engagement with the Central Committee or Party, or that would be reasonably likely to deter a reasonable person from reporting harassment or participating in a harassment investigation.

Section 4. Grounds for Non-Automatic Removals

Before a member may be removed for any articulable cause that does not otherwise result in an automatic removal (as identified in Article 2, Section 8), the member is entitled to due process via a removal proceeding under this Article for removal on any of the following grounds:

- (a) Misconduct in violation of the Code of Conduct, even if not willful.
- (b) Grossly negligent or willful failure to adhere to the bylaws.
- (c) Voted or made a motion in violation of the rule against conflicts of interest in endorsement decisions prohibited by Article 7, Section 2.
- (d) Three or more consecutive and unexcused absences as a Regular Member of the Central Committee.

Section 5. Accusations, Responses, and Removal Proceedings

A Regular, Alternate, or Associate Member may not be removed unless the following procedure is followed:

- (a) At least two members (or one member, only if misconduct in violation of the Code of Conduct is solely alleged) of the Central Committee must sign and submit to the Chair (or to the Secretary or Vice Chair) a written Accusation containing the alleged ground(s) and/or authority for removal, which shall not exceed more than ten one-sided pages of text, excluding any attached exhibits or evidence.
- (b) Upon receipt of an Accusation, the Chair or Secretary must send a true copy of it to the accused member by U.S. mail along with a copy of or a link to the current bylaws and a notice inviting them to submit a Response to the Accusation by email or U.S. mail to the Chair or Secretary, to tender their resignation in writing, or to not respond if they so choose. A Response must be in writing and not exceed more than ten one-sided pages of text, excluding any attached exhibits or evidence.
- (c) Unless the accused member resigns, the Chair or Secretary shall include copies of the Accusation, the Response (if any), and any other pertinent correspondence to all voting members of the Central Committee as part of the agenda packet for the next regular meeting but no sooner than fifteen calendar days from the mailing date of the Accusation.
- (d) Unless the member resigns thereafter, the Central Committee shall then proceed forthwith to consider the removal of the member in question, with no more than fifteen minutes of oral arguments in favor of and no more than fifteen minutes of oral arguments against sustaining the Accusation. Time for arguments may be doubled by leave of a majority of those present and voting. At least a two-thirds majority vote of the voting members present shall be needed for removal, otherwise the Accusation will be considered dismissed. No officer named in an Accusation to be considered may preside during their own removal proceeding.
- (e) An Accusation or Response may not be amended except to remove content from it, but only with the prior authorization of a majority vote of the Central Committee, upon request of the accuser(s) or the accused, respectively.