

**DEMOCRATIC PARTY OF SACRAMENTO COUNTY**

**AMENDMENT TO THE STANDING RULES**

*8/8/2019 – Curtis Hall, Sacramento*

**STANDING RULES AMENDMENT 2019-01**

*Adopting Standing Rules regarding a Code of Conduct*

**BE IT RESOLVED**, That the Democratic Party of Sacramento County adopts the following as Standing Rules of the Democratic Party of Sacramento County, to be promulgated in the same manner as, and appended to, the Constitution or Bylaws:

[Note: additions are **bolded**, deletions are ~~struck through~~, and explanations of the changes are in *italics*]

**ADDENDUM V: STANDING RULE – CODE OF CONDUCT**

**SECTION 1. CODE OF CONDUCT GENERALLY**

1. **The Democratic Party of Sacramento County is committed to providing an environment that is free of harassment and retaliation with respect to any member of the Central Committee.**
2. **This Code of Conduct seeks to ensure a setting where members are free from racial, age, disability, ethnic, gender, or personal harassment; where everyone is treated with dignity and respect; and where there is zero tolerance for retaliation.**
3. **Actions fitting the definitions described in this Code of Conduct may subject members to the DPSC's Disciplinary Procedure as described in Article XII.**

**SECTION 2. DEFINITIONS OF HARASSMENT**

1. **Harassment means any inappropriate conduct, comment, display, action, or gesture by a person that is either based on race, religion, gender, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry, or place of origin.**
2. **Examples of harassment may include, but are not limited to:**
  - A. **Inappropriate touching, suggestive or abusive remarks of a sexual nature, compromising invitations, sexual assault, coarse language of a sexual nature, displaying pornographic material, or seeking non-consensual sexual favors;**
  - B. **Unwelcome remarks, jokes, innuendos, or taunts of a sexual, racial, gender-based, or ethnic nature;**
  - C. **Displaying materials, pictures, or graffiti that degrades one's race, gender or ethnic background; and**
  - D. **Insulting gestures, jokes, and disparaging written material based on race, ethnic background, or gender that causes embarrassment or humiliation.**

**SECTION 3. DEFINITIONS OF PERSONAL HARASSMENT**

1. **Personal harassment is conduct or comments which are intimidating, threatening, demeaning, or abusive and is behavior which is known or ought reasonably to be known as unwelcome.**
2. **Personal harassment can include, but is not limited to, bullying—which can be defined as offensive, malicious, intimidating, insulting, or humiliating behavior, often associated with the misuse of power or position.**

#### **SECTION 4. DEFINITION OF RETALIATION**

1. **Retaliation is an extreme form of bullying which goes beyond personal harassment and attempts to severely negatively impact a person's life outside of the Party.**
2. **Examples of retaliation include, but are not limited to:**
  - A. **Threatening the livelihood of a member in order to alter their future voting behavior in the Central Committee; and**
  - B. **Conspiring to have a member terminated from their occupation based on their votes in the Central Committee.**

#### **SECTION 5. DEFINITION OF UNBECOMING CONDUCT**

1. **The DPSC shall consider the severity of the offense when considering whether a member has violated the Code of Conduct or what corrective action should be taken to address a complaint.**
2. **The DPSC shall weigh retaliation and actions that are illegal more severely than actions that are only unbecoming.**
3. **Examples of unbecoming conduct include, but are not limited to:**
  - A. **Violation of the law or of the Bylaws of the Party;**
  - B. **Disruption of the Central Committee, a Standing Committee, or Party event; and**
  - C. **Any other act, omission, or condition deemed to be good cause by the Executive Board.**

#### **SECTION 6. SEVERITY & LIMITATIONS**

1. **The DPSC shall consider the severity of the offense when considering whether a member has violated the Code of Conduct or what corrective action should be taken to address a complaint.**
2. **The DPSC shall weigh retaliation and actions that are illegal more severely than actions that are only hurtful or against this Code.**
3. **Nothing in this Code of Conduct shall be abused so as to punish or remove members for their personal opinions, votes, or freedom of association, nor to settle personal affairs between two members if there is no relevance of a complaint to the meetings, events, functioning, or reputation of the DPSC.**