

## **RESOLUTION – ADOPTION OF CODE OF CONDUCT REGARDING DISCRIMINATION AND HARASSMENT FOR STATE PARTY ACTIVITIES**

**WHEREAS** the Pennsylvania Democratic Party recognizes that discrimination and harassment are unlawful and immoral, and that we as Democrats do not tolerate such hostile or discriminatory behavior within society or our Party;

**WHEREAS** The Pennsylvania Democratic Party is dedicated to providing a discrimination and harassment-free experience in all Party activities for everyone;

**WHEREAS** the Pennsylvania Democratic Party does not tolerate discrimination against or harassment of participants at our events in any form, and per Democratic National Committee policy strives to create a safe, inclusive space;

**WHEREAS** the members of the Pennsylvania Democratic Party recognize that it is our collective responsibility to ensure that each member of our community feels welcome and respected;

**THEREFORE, BE IT RESOLVED THAT** the Pennsylvania Democratic Party hereby adopts the following Code of Conduct for all state, county, and local Democratic Party activities and events:

### ***CODE OF CONDUCT***

In conjunction with and addition to the rules of the Democratic National Committee, The Pennsylvania Democratic Party is dedicated to providing a discrimination and harassment-free environment for everyone, and will not tolerate discrimination or harassment based on any unlawful basis, including but not limited to race, gender, sex, gender identity and expression, sexual orientation, disability, color, ethnicity, ancestry, age, national origin and immigration status, religion, creed, marital status, familial status, economic status, or domestic or sexual violence victim status.

Harassment includes, but is not limited to:

- Offensive remarks, slurs, epithets, name calling, ridicule, threats, or gestures
- Inappropriate images in public spaces
- Deliberate intimidation, stalking, or following of persons or witnesses to harassment
- Inappropriate physical contact or

assault.

- Unwelcome attention
  - Coercing inappropriate sexual or other conduct in exchange for a benefit
  - Retaliation against complainant or witnesses to harassment
- Advocating for, or encouraging, any of the above behavior Furthermore, intoxication is never an excuse to disrespect, harass, or harm others.

## **Enforcement**

If a participant engages in discriminatory or harassing behavior at an event, organizers retain the right to take any appropriate action to keep the event a welcoming environment for all participants, including but not limited to warning the purported offender and expelling persons from the event with no refund. Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants. Additionally, offenders may be subject to expulsion from or other discipline regarding any party office held, in accordance with Party rules, procedures, and bylaws.

Participants asked to stop any discriminatory or harassing behavior are expected to comply immediately.

As an expectation of appropriate and lawful behavior, Exhibitors, sponsors, and vendors are also subject to this Code of Conduct, as are visiting candidates and anyone else participating in Party events.

We expect all party members to follow these rules in all party relationships and activities.

The Party will not tolerate retaliation against anyone who has filed a good-faith complaint or provided information in support thereof, and acts of retaliation themselves violate this code of conduct.

## **Reportin g**

If someone makes you or anyone else feel unsafe or unwelcome, please report it to a state party elected officer, state party appointed official or staff member as soon as possible.

You can make a report  
by:

- Contacting a state party officer, official or staff member. In some cases, we may also ask you to file a written complaint.
- For criminal activity, calling 911 or the local police district.

When taking a personal report at a party event, our staff will strive to ensure you are safe and cannot be overheard. They may involve other party staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and if requested we won't tell anyone who you are. However, further proceedings may be subject to full disclosure to provide appropriate due process and to insure the rights of all parties are protected.

The proper Party officials will conduct an appropriate investigation, and allow parties and witnesses to present evidence and information relevant to the complaint. In most cases, the proper Party official shall be the State Party Chairman or her/his designee. If the accused is the State Party Chairman, the proper Party official shall be the Vice Chair or her/his designee. The proper Party officials shall decide the penalty to be sought, up to and including expulsion from Party office, subject to Party rules and by-laws governing procedure. If the offense is related to officers or officials of the party, then the report should be made to any member of the Executive Committee in consultation with State Party counsel and the official in question shall be recused from any role in any further Party proceedings on the related matter.

Submitted  
by,

Lois Herr, State Committee  
member

Mary Ellen Balchunis, State Committee  
Member

***FINAL VERSION 2-10-18: As enacted via  
unanimous vote***