

COWLITZ COUNTY DEMOCRATIC CENTRAL COMMITTEE

CODE OF CONDUCT GUIDELINES

February 3, 2020

CODE OF CONDUCT

The Cowlitz County Democratic Central Committee (CCDCC) is dedicated to increasing the interest of citizens in their government, to educating the residents of Cowlitz County regarding the ideals, goals, and operations of the Democratic Party and its candidates, and extending opportunities to participate in the Democratic Party of Cowlitz County.

It shall be the policy of the CCDCC to contribute to the growth, development, and influence of the Democratic Party and to increase Party responsibility by guaranteeing participation, equal representation, and equal treatment of all. It is for these reasons that the Code of Conduct Guidelines has been developed. The Code of Conduct Guidelines may be revised from time to time at the discretion of the CCDCC with the assistance of the Executive Board.

These Guidelines pertain to all CCDCC Members and visitors to CCDCC events, activities and meetings. All participants are expected to foster an open, welcoming and harassment-free environment 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. Diversity is one of our biggest strengths but it may also bring increased communication challenges.

I. Members should be aware that:

- A. Our members fulfill many roles, both formal and informal, including

mentoring, teaching and connecting with others in our community.

- B. Decisions they make will often affect others in the community.
- C. Disagreements happen, but should not be an excuse for poor behavior and bad manners.
- D. People may not understand jokes, sarcasm and oblique references in the same way.
- E. When disagreements do happen, members should work together to solve them effectively and in a way that ensures that everyone has a reasonable opportunity to be heard and understood.

II. Members should promote a culture of respect, inclusion and equity by:

- A. Remembering to be welcoming, friendly and patient.
- B. Assuming good intent on the part of other Members.
- C. Being kind, considerate, respectful and professional.
- D. Treating all individuals with a sense of dignity, respect and worth.
- E. Making a personal commitment to be nonjudgmental about cultural differences, living conditions and the lifestyles of others.
- F. Avoiding profane, racist, other prejudicial, exclusionary or abusive or sexualized language.
- G. Avoiding disruptive behavior and talking over other speakers.
- H. Gaining permission before taking and publishing photos, video and audio of others.

Members should ensure their own safety and promote a safe environment for others by:

- A. Respecting others' personal space and making physical contact with others only after receiving clearly articulated consent.
- B. Immediately ceasing any behavior that is reasonably perceived as sexual, harassing, abusive or violent, and respecting others' feelings for what behavior qualifies as such.

- C. Respecting others' property, and property of the CCDCC.
- D. Being aware of and reasonably anticipating the sensitivities of others.
- E. Respecting the communal nature of online spaces such as webpages, social media groups, and message boards.
- F. Consuming alcohol responsibly at CCDCC or any other Democratic Party event. This includes but is not limited to not providing alcohol to any person underage and/or consuming alcohol while underage.

Finally, if any member experiences or witnesses behaviors that violate these principles, they are asked to take appropriate and fair corrective action.