

POLICY AND CODE OF CONDUCT OF THE PALM BEACH COUNTY DEMOCRATIC PARTY

POLICY

- A) The Palm Beach County Democratic Party recognizes that discrimination and harassment against anyone, in any form, are unlawful and immoral and that we, s Democrats, do not tolerate such discriminatory or hostile behavior within our Party or at any of our activities, meetings or events.
- B) The Palm Beach County Democratic Party is dedicated to providing a discrimination and harassment-free experience for everyone at all Party activities, meetings or events.
- C) The Palm Beach County Democratic Party recognizes that it is our collective responsibility to ensure that each member of our Party, and each authorized participant at Party activities, meetings or events, is entitled to a safe and open and inclusive space, in an atmosphere of free expression and exchange of ideas, and is entitled to be treated with civility.

Therefore, the Palm Beach County Democratic Party hereby adopts this Policy and the following Code of Conduct for all Palm Beach County Democratic Party activities, meetings and events.

CODE OF CONDUCT

- 1) In conjunction with, and in addition to, the rules of the Democratic National Committee and of the Florida Democratic Party, as the case may be, the Palm Beach County Democratic Party is dedicated to providing for everyone a discrimination and harassment-free environment at our activities, meetings and events, and will not tolerate discrimination or harassment based upon any unlawful basis, including, but not limited to, age, ancestry, color, creed, disability, domestic or sexual violence victim status, economic status, ethnicity, familial status, gender, gender identity and expression, immigration status, marital status, national origin, physical appearance, race, religion, religious belief or lack thereof, sex, or sexual orientation.
- 2) "Harassment" includes, but is not limited to, assault, battery, bullying, coercing inappropriate sexual or other conduct in exchange for a benefit, deliberate intimidation, epithets, gestures, name calling, inappropriate images in public places, inappropriate physical contact, ridicule, slurs, stalking or the following of persons or witnesses to harassment, threats, or the advocating for or encouraging any of the above behavior, whether such conduct be oral, written, electronic,

digital, non-digital or any form of social media, including, but not limited to Facebook, Twitter and Instagram.

- 3) Intoxication is not an excuse for discrimination, harassment or incivility.
- 4) If a participant at any Palm Beach County Democratic Party activity, meeting or event engages in discrimination, harassment or incivility, the Palm Beach County Democratic Party through its officers or its activity or event organizers, shall warn the offender or expel the offender from the activity, meeting or event without a refund.
- 5) Reports of violations of this Code of Conduct shall be filed in writing with any Officer of the Palm Beach County Democratic Party, within 10 business days after the occurrence of the offensive conduct. The reports shall specify in detail the date, time, place and manner of each offensive conduct, including the names, addresses and telephone numbers of witnesses.
- 6) If the offender is a Party Officer, Club or Caucus President, Zone Leader, Member of the Democratic County Executive Committee of the Palm Beach County Democratic Party or Member of a Democratic Party Chartered Club or Caucus, such person shall be subject to discipline pursuant to the procedures set forth in the Bylaws of the Palm Beach County Democratic Party.
- 7) Acts of retaliation against anyone who files a good-faith complaint or for providing information in support of a complaint shall be a violation of this Code of Conduct.
- 8) The failure of a losing party to abide by a disciplinary decision shall itself constitute a form of retaliation and harassment.
- 9) This Policy and Code of Conduct has been unanimously approved by the Officers (Executive Board) of the Palm Beach County Democratic Party, and it shall be presented for adoption to the Palm Beach County Democratic Party's Democratic Executive Committee at its January, 2019 meeting.

Duly Adopted by Unanimous Vote

A Quorum Being Present

On January 3, 2019

TERRIE RIZZO, Chair

SOPHIA NELSON, Secretary