

## **DESERT STONEWALL DEMOCRATS**

### **CODE OF CONDUCT**

#### **Expected Behavior**

Desert Stonewall Democrats (DSD) is committed to providing a welcoming, respectful, friendly, safe, supportive, and harassment-free environment for members, employees, and all others associated with DSD. DSD expects all leaders, members, employees, and others associated with DSD to act professionally, respecting the personal rights and dignities of all individuals involved with the Party to create a productive, inclusive environment for all. All individuals should feel welcome and safe within DSD, 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. DSD's behavior standards are not limited to DSD membership meetings, Regional meetings, Assembly District meetings, or DSD events. Harassment will not be tolerated at any and all events sponsored by or affiliated with the DSD, as well as in DSD-related calls, texts, emails, and social media like Facebook, Instagram, and Snapchat.

#### **Unacceptable Behavior**

The DSD will not tolerate prohibited harassment based on any of the protected categories listed above. 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, computer 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, etc.). DSD will 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. DSD prohibits quid pro quo sexual harassment, 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 roles within DSD; or submission to or rejection of sexual conduct by an individual is used as the basis for decisions affecting that individual. The DSD prohibits the creation of a hostile environment based on sex or any 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 unwelcome sexual advances 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. The examples above are just that—examples. In general, any conduct listed above or that is based on the protected classifications listed above that could interfere with an individual's participation in DSD or could create an offensive environment will be considered harassment in violation of this code of conduct. This is the case even if the offending individual did not mean to be offensive.

### **Retaliation is Prohibited**

DSD takes very seriously its responsibility to provide all members with a welcoming, respectful, and safe environment and urges any member who feels that they have been subjected to conduct in violation of this Code or who otherwise feel unsafe due to violative conduct, or a hostile environment as described herein to report the discrimination and/or harassment (of themselves or observed to others) as soon as possible. Retaliation for reporting harassment or discrimination or participating in an investigation to harassment or discrimination is prohibited. Retaliation may include, but is not limited to, exclusion from meetings or committees, ostracism, or other conduct that may limit engagement with DSD, or that would be reasonably likely to deter a reasonable DSD member from reporting harassment or participating in a harassment investigation.