

Code of Conduct

Washington County Democratic Central Committee

Purpose

In the interest of fostering an open and welcoming environment, we as members, directors, officers, staff, and volunteers, and those holding other positions of WCDCC, its committees, its caucuses, and its delegations pledge to make participation in our assembly and our work a collaborative and harassment-free experience for everyone.

Standards

Aspirational Standards

I agree to aspire to the following standards:

1. I will show empathy toward colleagues.
2. I will gracefully accept constructive criticism.
3. I will avoid being driven by my ego and instead strive for the greater good.
4. I will be respectful of differing viewpoints and experiences.
5. I will constructively and collaboratively work with my fellow colleagues.
6. I will ensure that the identity of the maker of a motion or proposal will have no bearing on my actions regarding the motion or proposal.
7. I will be open in communicating problems as they arise.
8. I will endeavor to make myself familiar with the procedures of my assembly.
9. I will work to make a welcoming environment for new members and guests.
10. I will try to be aware of my privilege and to be culturally respectful.

General Standards

I agree to the following general standards:

11. I will respect the right to civil debate.
12. I will focus on the issues and not on personalities or personal disputes.
13. I will respect the decision of the assembly once it has adopted or rejected a motion via a vote, with exceptions for reasonable motions to Reconsider, Rescind, or Amend Something Previously Adopted.
14. I will not seek to obstruct or thwart the will of the assembly by being dilatory.
15. I will follow the rules of Decorum, as listed in SRO # _____.
16. I will follow the legitimate orders of the presiding member.
17. I will avoid engaging in conflicts of interest whereby personal, financial, or other considerations have the potential to influence or compromise professional judgment and objectivity.

18. I will not share colleagues' private information, such as a physical or electronic address, without explicit permission.
19. I will not troll, make insulting or derogatory comments or personal attacks.
20. I will not publicly or privately harass colleagues.
21. I will not use sexualized language or imagery.
22. I will not commit sexual attention or advances.
23. I will not verbally or physically threaten or intimidate colleagues.

Administrative Standards

If I am a caucus chair, committee chair, delegation chair, workgroup coordinator, or officer, I agree to the following administrative standards:

24. I will conduct all meetings fairly and without personal bias.
25. I will ensure that the rules and this Code of Conduct are followed and enforced in the group(s) which I have responsibility for, or delegate such authority appropriately.
26. I will not abuse my authority.
27. I will familiarize myself with the relevant sections of the bylaws, special rules of order, standing rules, and parliamentary authority, and ensure I follow them.

Chair Standards

If I am chairing an assembly, I agree to the following standards:

28. I will ensure notice including time, date, location, and agenda of meetings goes out to all members as prescribed in the rules in advance of a meeting and that all meetings are placed on the party's calendar.
29. I will follow the appropriate rules for Chairs in RONR on p448-457
30. When chairing a committee, I will follow the appropriate rules for committees on p499-501 (including Small Board Rules on p487-488), as appropriate.

Standing and Special Committee Standards

If I am a standing or special committee member, I agree to the following standards:

31. I will attend meetings or provide timely notice to my committee chair for those meetings which I am unable to attend.
32. I understand that missing meetings has an adverse effect on the rest of the assembly and its members and that missing three consecutive meetings in a row may result in my automatic expulsion from the respective assembly.

Delegate Standards

If I am a delegate, I agree to the following standards

33. I will represent the Central Committee according to the positions it has taken, to the best of my conscience.
34. I will attend all meetings for which I am a delegate, to the best of my ability.

35. I will provide timely notice to my delegation chair for those meetings which I am unable to attend.
36. I will conduct myself in a manner according to the *General Standards (#11-23 above)* when acting as a delegate to another assembly.

Volunteer and Staff Standards

If I am a volunteer or staff member, I agree to the following standards:

37. When I am interacting with the public, I will conduct myself according to the relevant *General Standards (#11-23 above)* and work to ensure those members of the public have a positive interaction.
38. I will portray the party in an overall positive light while allowing room for healthy criticism.
39. I will familiarize myself with the Platform and legislative action items of the party in order to better represent the values of the party.
40. I will follow the legitimate directives of my supervisors.

Scope

This Code of Conduct applies both within meetings and in public spaces when an individual is representing the WCDCC.

This code of conduct may also apply to unacceptable behavior occurring outside of the scope of the WCDCC when such behavior has the potential to adversely affect the safety and well-being of others.

Enforcement

Instances of abusive, harassing, or otherwise unacceptable behavior may be reported by emailing _____ which only goes to _____. Those receiving reports are obligated to maintain confidentiality with regard to the reporter of an incident.