



Alaska Democratic Party Code of Conduct

The Alaska Democratic Party consists of a diversity of professionals, volunteers and community members from all over Alaska to promote a truly representative Democratic Party open to all who support its principles. The Alaska Democratic Party pledges to make every effort to encourage maximum participation in the political process. Community Members fulfill many roles, including mentoring, teaching and connecting with other members of the community. Diversity is one of our biggest strengths, but it can also bring increased communication challenges at times.

The Alaska Democratic Party convenes in many physical and virtual spaces. These guidelines may be used in any physical or virtual location where members of the Alaska Democratic Party have gathered and/or are collaborating when conducting Alaska Democratic Party business. However, events that take place in public spaces, such as conferences and meetings, will generally have their own code of conduct and/or similar community Guidelines. As such, the Guidelines for a specific event should also be followed.

Guidelines

These guidelines apply to all members of the Alaska Democratic Party. In the interest of fostering an open and welcoming environment, all members are responsible for making participation in Democratic organizations a safe, positive and productive experience for everyone.

The Alaska Democratic Party is committed to these guidelines. When appropriate, its state and local bodies will exercise their rights as deliberative assemblies to hold members accountable for serious or repeated violation of these guidelines. For example, a member who violates these principles at a state or local party event and/or meeting may be asked to leave the event. A member who continues to violate these principles or whose violation is especially severe in nature may be asked to leave the organization. In all cases, due process will be followed and ADP grievance procedure will be available.

The following list is intended to clarify expectations so that the Alaska Democratic Party community can collaborate effectively. Specifically:

Responsibility for Open Communication and Positive Collaboration

- Listening is a vital skill and worthwhile practice;
- The work of the Party is collaborative; one person's work will affect the work of others;
- Careful deliberations on decisions includes considering the effects of decisions on other members;
- Disagreements serve to clarify different perspectives on an issue. Working to solve them effectively will strengthen the organization and provide for open dialogue;
- Striving for open, inclusive, positive language will promote participation.

Responsibility for Creating a Culture of Respect, Inclusion, and Equity

- Choose welcoming, respectful and friendly language;
- Assume good intent on the part of other speakers and participants and invite clarification of their positions if necessary;
- Respect the dignity and recognize the merit of every individual;
- Make a personal commitment to be nonjudgmental;
- Honor the group by engaging in processes that will move forward the discussion and decisions in question;
- Ensure that all forms of communication are honest, open, and non judgmental.
- Steps should be taken to accommodate live streaming by announcing to members that live streaming will begin or take place. Do not publish photos, videos, and audio of others if they object or ask to be excluded.

Responsibility to Ensure One's Own Safety and Create a Safe Environment for Others

- Respect the personal space of all, including prudent use of physical contact;
- Clearly indicate your discomfort to unwanted physical contact and/or improper language;
- Recognize the signs that might make a person unable to provide reasonable consent or objection to physical contact;
- Protect those who may be unable to provide for their own safety;
- Be prudent with the use of substances that could reduce your sobriety.
- Take a leadership stance when witnessing inappropriate, sexist, racist language, harassment, and/or behavior that victimizes another such as bullying, groping, assault, by a) notifying appropriate authorities and/or b) filing a grievance with the Alaska Democratic Party.

This Code of Conduct may be revised and amended at the discretion of the Alaska Democratic Party Executive Committee and the Alaska Democratic Party State Central Committee.

Adopted by the Alaska Democratic Party Executive Committee November 29, 2017.