

NORTH CAROLINA DEMOCRATIC PARTY CODE OF CONDUCT

Preamble

The North Carolina Democratic Party (NCDP), to create a culture of respect, inclusiveness, and equity for every Democrat, hereby establishes this Code of Conduct. All registered Democrats should feel welcome and safe within the NCDP, regardless of their actual or perceived race, color, creed, sex, age, national origin, economic status, religion, ethnic identity, ancestry, marital status, sexual orientation, gender identity, gender expression, physical appearance, disability, or other protected classifications as outlined in our NCDP Plan of Organization, or by association with a person who has or is perceived to have one or more of these characteristics. By setting out this Code of Conduct, the NCDP condemns harassment, bullying, discrimination based on these protected classifications or creating a hostile environment for members or staff.

Scope

This Code of Conduct shall apply to officers and members of the State Executive Committee, District Officers and District Executive Committee members, County Officers and County Executive Committee members, Precinct Officers and Precinct Executive Committee members, members of any committee authorized by the NCDP Plan of Organization and elected officers of any chartered affiliated organization or caucus.

This Code of Conduct shall apply to employees of the NCDP and any independent contractors doing business with the NCDP.

This Code of Conduct shall apply to elected officials or candidates for elected office if they violate the Code of Conduct while engaging in Democratic Party meetings or activities. This Code of Conduct shall not apply to elected officials acting in the course of their duties as elected officials, since they are subject to discipline or removal pursuant to the North Carolina Constitution and North Carolina General Statutes.

This Code of Conduct shall apply when Democrats conduct party business, have contact with each other because of their Democratic Party affiliation, or engage in other party activities. This Code of Conduct shall not apply to allegations concerning a Democrat, which are being reviewed by government agencies and/or the courts.

This Code of Conduct shall apply to the myriad of ways in which Democrats interact to carry out Democratic Party business including but not limited to in-person meetings, virtual meetings, email, social media, texts, phone calls and other electronic means of communication. The Code applies to any events sponsored by the NCDP at all levels.

The petitioner(s) shall be the alleged victim(s) of a violation of the Code of Conduct.

NCDP Code of Conduct

The NCDP prohibits discrimination, bullying, or harassment based on the protected categories above, or creating a hostile environment for party members or staff, and sharing or disseminating confidential information.

Code of Conduct Definitions

1. "Discrimination" is the prejudicial treatment of an individual or group based on their actual or perceived race, color, creed, sex, age, national origin, economic status, religion, ethnic identity, ancestry, marital status, sexual orientation, gender identity, gender expression, physical appearance, disability, or other protected classifications.
2. "Bullying Behavior" is any pattern of gestures or written, electronic, or verbal communications, or any physical act or any threatening communication, that places a person, persons, or group in actual or reasonable fear of harm to their person or property. Bullying behavior includes, but is not limited to, acts reasonably perceived as being motivated by any actual or perceived differentiating characteristic, such as race, color, creed, sex, age, national origin, economic status, religion, ethnic identity, ancestry, marital status, sexual orientation, gender identity, gender expression, physical appearance, disability, or other protected classifications, or by association with a person who has or is perceived to have one or more of these characteristics.
3. "Harassment" is conduct that is directed at another person, persons, or group that torments them or places them in fear. Harassment can be verbal, (such as hostile phone call and voicemails, slurs, jokes, insults, epithets, gestures, or teasing based on the protected categories listed above), or visual, (such as the posting or distribution of offensive posters, symbols, cartoons, drawings, computer displays, social media posts, text messages, or emails based on the protected categories listed above), or physical, (such as physically threatening another person, blocking someone's way, or making physical contact in a harmful or offensive manner).
4. "Sexual Harassment" is conduct including unwelcome sexual advances, requests for sexual favors, and other verbal, electronic, or physical contact of a sexual nature. Harassment may include offensive remarks about a person's real or perceived sex, sexual orientation, sexual expression, sexual history, or gender identity.
5. "Hostile environment" results from conduct that is severe or pervasive enough that a reasonable person would agree that it is bullying or harassing behavior, or

the ability of members and staff of the NCDP to perform their duties may be adversely impacted. A hostile environment may be created by various actions, including but not limited to communications, including social media, electronic or verbal, such as yelling or screaming; actions that impede movement; or unwanted touching directed at the person.

6. “Confidential information” includes, but is not limited to, NCDP personnel information, NCDP political and operational strategy, any discussion or information shared during a meeting of the Executive Council, Elected State Officers Committee, or Personnel Committee, or any communications with NCDP counsel.”

Retaliation

The NCDP prohibits retaliation when a Code of Conduct petition is filed. These actions could include but are not limited to exclusion from meetings, filing a retaliatory petition, or other conduct designed to deter or ostracize a Democrat for reporting an alleged violation. Acts of retaliation shall be deemed violations of the Code of Conduct.

Reporting a Violation

A petition alleging a violation of the Code of Conduct shall be hand delivered or mailed to party headquarters located at 220 Hillsborough Street, Raleigh, NC 27603 and addressed to the Chair of the Council of Review. This petition shall be filed within 30 days of the alleged violation occurring or within 30 days of when the petitioner could have discovered the incident or event giving rise to the grievance, whichever is latest.

Penalties for Violation

Penalties for violating the Code of Conduct pursuant to Section 9.00 of the Party Plan of Organization a warning, a reprimand, censure, and other affirmative actions short of removal. Penalty for violating the Code of Conduct pursuant to Section 10.00 is removal.