

Code of Conduct

Arizona Democratic Party

Adopted April 1, 2020 by the ADP Executive Board

The Arizona Democratic Party (ADP) includes a diversity of professionals, volunteers and community members from throughout Arizona to promote a truly representative Democratic Party open to all who support its principles. The ADP pledges to make every effort to create a welcoming and safe environment that encourages maximum participation in the political process. State Committeepersons (referred to here as Members) fulfill many roles, including mentoring, teaching and connecting with other persons in the Democratic Party community. The ADP is committed to maintaining an inclusive environment by encouraging open communications and fostering good working relationships among its Members. ADP convenes in many physical and virtual spaces. This code of conduct outlines the expectations for behavior in any physical or virtual location where Members have gathered or are otherwise communicating to conduct ADP business.

These guidelines apply to all Members, and ADP staff or committee members who may not be State Committeepersons. Each member is responsible for making participation in our Democratic organization a safe, positive and productive experience for everyone.

ADP leadership is committed to monitoring and ensuring compliance with this code. When appropriate, the Arizona Democratic Party Committee will exercise its rights as deliberative assemblies to hold Members accountable for serious or repeated violation of this code. For example, a Member who violates the code at a state party event and/or meeting may be asked to leave the event. A Member with multiple code violations or whose violation is especially severe in nature may be removed from the organization. In all cases, ADP polices and applicable law will be followed.

The following list is not comprehensive, but is intended to clarify expectations so that Members can collaborate effectively. Specifically, Members have a:

Responsibility for Open Communications and Positive Collaboration

- Listening is a vital skill and worthwhile practice;
- The work of the ADP is collaborative; one person's work will affect that of others;
- Careful deliberations include 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;
- Strive for open, inclusive, positive language that promotes participation; people may not understand jokes, sarcasm and oblique references in the same way that you do.
- If a Member perceives that a conversation is making another member uncomfortable, they should try to make amends and move forward.
- Whether written or spoken, our words should be intended for communication, not provocation.
- Refrain from behavior that disrupts or derails communication and productivity.

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, as necessary;
- Respect the dignity and recognize the merit of every individual;

- Make a personal commitment to be tolerant and nonjudgmental;
- Honor the group by engaging in processes that will move forward the discussion and decisions in question;
- Communicate honestly and openly; and do not use profane, racist, other prejudicial, exclusionary, abusive or sexualized language;
- Do not publish photos, videos, or 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 others' personal space and make physical contact with others only after receiving their consent;
- 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;
- Understand that physical contact (sexual or otherwise) is not appropriate without clearly articulated consent. Consent can be instantly revoked. Prior consent, intoxicated comments and/or actions are not consent;
- Protect those who may be unable to provide for their own safety;
- Respect others' property and property of the ADP, including confidential information;
- Understand that the ADP has zero tolerance for any behavior that could be perceived as abusive, violent or as harassment of any sort. We respect others' opinions of what behavior qualifies as such;
- As political leaders in their communities, Members are expected to make themselves aware of and reasonably anticipate the sensitivities of others;
- Consume alcohol responsibly at any Democratic Party event and only at events where alcohol is served. Responsibility includes, but is not limited to, not providing alcohol to any person underage and/or consuming alcohol while underage.
- Administrators and contributors to online spaces, such as webpages and social media:
 1. should be open and transparent about whom they represent and that their views being expressed are personal;
 2. should be polite and respectful of individuals' opinions, especially when discussions become heated;
 3. should not post malicious, misleading or inaccurate content about the Democratic Party, its leadership, its Members, or any candidate or elected official;
 4. should not post any content that is obscene, defamatory, threatening or discriminatory.

Responsibility to Encourage Compliance with this Code

- Take a leadership stance and speak up when witnessing any of these: inappropriate, sexist or racist language; any form of harassment; discrimination; or behavior that victimizes another such as bullying, unwelcome physical interaction, and stalking.
- Report violations of this code to the ADP by filing a written report with the ADP Chair. If a Member does not feel comfortable reporting their concern to the ADP Chair, the Member may instead report it to the ADP First Vice Chair and/or the ADP Senior Vice Chair. Such reporting to the ADP should in no way preclude or delay reporting to law enforcement when a situation warrants such action.