ARTICLE XVIII. CODE OF CONDUCT

Adopted by vote of the Membership on June 24, 2026.

Section 1.1 — Purpose

1.1.1 The members of the First District Democrats consist of volunteers (community members) from throughout the district who work together to promote a truly representative Democratic Party open to all who support its principles. Our members self-identify and publicly identify as Democrats. We unite through the First District Democrats to make a positive difference in our community by promoting our shared values as Democrats in collaboration with our State and County Democratic Party organizations.

1.1.2 Our members come from diverse backgrounds, with many different views and motivations for volunteering. We represent a community that is even more diverse than our membership. Diversity is one of our biggest strengths, but it can also increase communication challenges. We expect to agree on some issues and disagree on others. We desire respectful and productive discourse, and we agree to make decisions by listening thoughtfully to each other, and then voting.

1.1.3 In the interest of fostering an open and welcoming environment, all members are expected to make participation in Democratic organizations a harassment-free experience and inclusive for everyone regardless of age, disability, ethnicity, gender, level of experience, socioeconomic status, nationality, class, personal and/or physical appearance, race, religion or lack thereof, or sexual identity and orientation.

1.1.4 This Code and these Procedures intend to set expectations and provide a framework for accountability for all who participate in our organization as members or guests. They are neither exhaustive nor static and the First District Democrats will update them periodically as needed. The First District Democrats should interpret and use this document with these goals in mind.

1.1.5 Our organization requires trust to function, and our members must be able to trust each other and our Executive Board. This means that we need to hold ourselves and each other accountable to our principles and our agreed Code of Conduct. If any member experiences or witnesses behaviors that violate these principles, the First District Democrats ask them to file a complaint with the Executive Board.

Section 1.2 — Scope

1.2.1 Applicability: This Code applies to all members, Precinct Committee Officers (PCOs), volunteers, guests, Executive Board members, endorsed or endorsable candidates, and elected officials affiliated with the First District Democrats.

1.2.2 Settings: The Code governs conduct during all First District Democrats meetings, committee work, events, and official First District Democrats' communications, whether in person or virtual. It also applies, when reasonable, to conduct outside such activities when individuals act on behalf of the First District Democrats.

1.2.3 Committees: Participation in First District Democrats' committees may require adherence to additional rules or standards, for which nonadherence may constitute a violation of this Code.

Section 1.3 — Standards of Conduct

1.3.1 Respect and Inclusion: Members shall treat all persons with dignity and engage respectfully in organizational activities. This Code prohibits harassment, discrimination, intimidation, microaggressions, or abusive conduct of any type to members or guests of the First District Democrats.

1.3.2 Knowingly making false or misleading statements about or to our organization, members, or candidates is a violation of the Code.

1.3.3 Privacy and Property: Members shall respect personal privacy, data security, and property. The Code prohibits unauthorized data use, theft, or misuse of organizational resources. For those materials that are confidential, members may not share or copy those materials (for example, links, information files, folders, chats, transcripts, recordings, and data) that the First District Democrats provided to you with anyone, or post such to social media sites or any other web sites without the Chair or the E-Board's approval. Doing so without such approval violates the Code.

1.3.4 Weapons: For the safety of all members and guests, the First District Democrats maintains a zero-tolerance policy regarding weapons. No person shall possess, carry, or store any firearm, ammunition, explosive, or dangerous weapon at First District Democrats' meetings or events. This prohibition applies even if the person possesses a valid concealed weapons permit.

1.3.5 VoteBuilder Use:

(a) VoteBuilder access is governed by the Democratic National Committee's End User License Agreement (EULA) and Washington State Democratic Party policy.

(b) Unauthorized sharing, misuse, or use for non-First District Democrats purposes

constitutes a serious violation and may result in immediate revocation of access and other disciplinary action.

1.3.6 Minors: Members shall not conduct one-on-one meetings with minors (other than their own children) as part of First District Democrats' activities.

Section 1.4 — Accountability and Enforcement

1.4.1 Formation of the Code of Conduct Subcommittee:

(a) On receipt of a complaint, the Chair shall appoint a Code of Conduct Subcommittee consisting of not fewer than three Executive Board members.

(b) If the Chair is the subject of the complaint, the First Vice Chair shall appoint the Subcommittee.

(c) Alleged violators, victims, and complainants are not eligible for selection on the Subcommittee and may not vote on the composition of the Subcommittee.

(d) Members of the Subcommittee shall continue serving through the disposition of the complaint even if their term of office expires during the process.

(e) Before their appointment, members to be considered for the subcommittee shall declare any pertinent conflicts of interest, including financial, campaign-related, or personal conflicts that might affect their judgment.

1.4.2 Complaints may be based on either an individual or series of violations.

1.4.3 Complaint Submission:

(a) Any member may submit a written complaint identifying the alleged violator, the conduct at issue, and relevant facts.

(b) Malicious, knowingly false, or deceptive complaints constitute a violation of this Code.

(c) In advance of accepting a complaint, the Executive Board will advise the complainant that in the case of potential criminal conduct, the complainant may request that law enforcement will not be notified, but that withholding such notification will be at the discretion of the Chair (or, if the Chair is the subject of the complaint, by the First Vice Chair), in consultation with the Executive Board.

1.4.4 Communication: Except for a complaint against the Chair, the Chair may communicate with the complainant(s) and the member(s) named to attempt to resolve the complaint. In such cases, the Chair will make a confidential report to the Executive Board at its next meeting. The Executive Board will at that time determine if further action is necessary or agree with the Chair's recommendation for resolution as agreed by all parties during the Chair's communication indicated in this subsection. The Executive Board shall make its actions regarding the complaint part of the minutes.

1.4.5 Initial Review:

(a) The Subcommittee shall review the complaint, produce and submit a succinct report to the Executive Board, and within the report, document findings and make recommendations based on the actions listed in section 1.4.6 to the Executive Board within thirty (30) days from the formation of the Subcommittee.

(b) The Executive Board may impose an interim suspension of up to thirty (30) days, or other disciplinary action as noted below, if the Executive Board finds that the situation warrants immediate action.

1.4.6 Executive Board Responsibilities:

(a) The Executive Board shall review the Subcommittee's recommendation and determine appropriate action within forty-five (45) days from receipt of the report.

(b) All parties shall have the opportunity to provide written statements before the Executive Board renders a decision.

1.4.7 Disciplinary Actions (which may include but are not limited to):

(a) Warning or Reprimand: Formal notice that conduct was inappropriate, with a requirement to cease such behavior.

(b) Suspension: Temporary loss of membership privileges or appointments, not exceeding one (1) year, by a two-thirds (2/3) vote of the Executive Board.

(c) Expulsion: Permanent removal from membership by a majority vote of the general membership after at least fourteen (14) days' written notice. Both the violator and the complainant may address the membership during debate on the motion to expel for a period of no more than five minutes, each.

(d) Officer Removal:

(i) The Chair may be removed only by a vote of elected PCOs.

(ii) The First Vice Chair, State Committee Members, and County Committee Members may be removed only by a vote of elected and duly appointed PCOs, consistent with these Bylaws.

(e) Rejection of Dues: If the individual subject to discipline has not renewed their membership, the Executive Board may vote to reject membership dues for a period of up to one (1) year.

(f) Removal from Committees: The Executive Board may remove the individual from any or all committees.

(g) Training: As recommended by the Executive Board.

(h) The Chair will give notice to the membership within 72 hours if the Executive Board votes to suspend or expel a member.

1.4.8 Confidentiality:

(a) Proceedings of the Code of Conduct Subcommittee shall remain confidential, except for

required votes by the Executive Board or general membership, unless the Executive Board votes in the majority to release some or all the proceedings.

(b) Confidentiality shall be waived in cases of criminal investigation, mandatory reporting, or legal compulsion.

Section 1.5 — Interpretation and Review

1.5.1 This Code shall be interpreted in a manner consistent with the First District Democrats' Bylaws.

1.5.2 The Executive Board may recommend amendments to this Code, subject to ratification by a membership vote.

1.5.3 When procedures are not expressly provided, Robert's Rules of Order, Newly Revised, may be consulted for guidance.

Section 1.6 — Applicability

1.6.1 The Code shall not be applied retroactively. Only conduct occurring after the approval date may form the basis of a complaint or be considered in any review — whether alleged as a single violation or as a series.