

CLARK COUNTY DEMOCRATIC PARTY

ANTI-BULLY POLICY

The Clark County Democratic Party recognizes the need to conduct our business in an environment that is physically and emotionally safe and secure for all. To protect the rights of all of our members, the Clark County Democratic Party recognizes the need to prohibit acts of bullying, harassment, and other forms of aggression and violence. Bullying or harassment are in direct conflict with our values and interfere with our Party's ability to move our agenda forward.

PROHIBITION:

The Clark County Democratic Party expects any Officer, Executive Board member, or Central Committee member of the Clark County Democratic Party to conduct themselves in a professional and respectful manner, with a proper regard for the rights and welfare of other Officers, Executive Board members, or Central Committee members of the Clark County Democratic Party.

The scope of this policy includes the prohibition of every form of bullying, harassment, and cyber-bullying/cyber-harassment, in the conduct of Clark County Democratic Party business, regardless of whether such behavior occurs at Democratic Party events or on/off Democratic Party premises. Bullying or Harassment by any Officer, Executive Board member, or Central Committee member of the Clark County Democratic Party is strictly prohibited. Such conduct may result in corrective action up to and including removal for cause from the organization.

DEFINITIONS:

"**BULLYING**" is any gesture, comment, or action that:

- is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating, threatening, or otherwise likely to evoke fear of physical harm or emotional distress;
- may, but need not, be motivated either by bias or prejudice based upon any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity or expression; a mental, physical, or sensory disability or impairment; or by any other distinguishing characteristic, or is based upon association with another person who has or is perceived to have any distinguishing characteristic.
- may be a written, verbal, graphic, or physical act [including electronically transmitted acts — e.g., cyberbullying, through the use of internet, cell phone, personal digital assistant (PDA), computer, or wireless handheld device, currently in use or later developed and used by members].

"**HARASSMENT**" is engaging in a pattern of conduct that is intended to threaten, alarm or terrorize another person.

NOTICE OF PROHIBITION AGAINST BULLYING AND ANTI-BULLYING INTERVENTIONS:

At the beginning of each of their respective terms, the Officers, the Executive Board and the Central Committee shall be reminded of this Anti-Bullying Policy.

Staff will be reminded at the beginning of their employment about the Anti-Bullying Policy, as well as their responsibilities regarding bullying behavior. A copy of the policy will be disseminated to all staff and will be included in any Staff Orientation Handbook and/or personnel manual.

The Anti-Bullying Policy will be available on the website and in all staff handbooks and/or personnel manuals.

The Clark County Democratic Party will develop and make available a complaint form.

VIOLATIONS OF THE ANTI-BULLYING POLICY:

Any person who believes he/she has been the victim of Bullying or Harassment by any Officer, Executive Board member, or Central Committee member of the Clark County Democratic Party should immediately report the alleged acts. Persons must file a written complaint concerning allegations of bullying or harassment.

The complaint shall be directed to the Chair of the Clark County Democratic Party or, in the case where the Chair is the "subject" of the complaint, the First Vice-Chair of the Clark County Democratic Party. Within 10 days of receipt, the written complaint shall be referred to the Dispute Resolution Committee.

Retaliation against an individual, who either orally reports or files a written complaint regarding bullying or harassment, is prohibited.

False reports of bullying behaviors will be regarded as serious offenses and may result in disciplinary action or other appropriate sanctions.

INVESTIGATION AND RESOLUTION:

The investigation and resolution of the complaint shall be conducted in accordance with the bylaws, rules, policies and procedures of the Clark County Democratic Party, the Executive Board and the Dispute Resolution Committee.

Individuals found to be in violation of the Anti-Bully Policy may be disciplined by the Clark County Central Committee with verbal or written reprimands, expulsion or other appropriate action.