

## **CDP Initiative to Prevent and Address Sexual Misconduct & Harassment**

The California Democratic Party's goal is to create a safe, respectful, productive environment in the workplace and wherever CDP activists gather. This initiative lays the groundwork for the culture change necessary to prevent harassment and effectively respond to reports of harassment.

1. Establish Codes of Conduct for the CDP workplace and for CDP gatherings.
  - Require employees, volunteers and interns to agree to the workplace Code of Conduct.
  - Require participants in live/virtual gatherings to agree to a participant Code of Conduct.
  - Require chartered CDP organizations to adopt the participant Code of Conduct.
2. Develop a training program for employees and CDP leaders.
  - Design training to focus on supporting a respectful and inclusive environment.
  - Provide training for employees and CDP leaders on the definition of harassment, the reporting system and consequences.
  - Provide live training for CDP supervisors and employees.
  - Provide live training for CDP leaders and participants at every CDP convention.
  - Provide webinar training for CDP leaders year-round.
  - Integrate bystander intervention training into training programs.
3. Create and publicize an accessible, safe and reliable reporting system.
  - Retain a CDP Ombudsperson to be a resource for employees and CDP members, and to collect reports of harassment and forward reports for investigation and/or counseling.
  - Provide multiple avenues for reporting, including online, by phone and in-person.
  - Educate employees and participants on reporting through the Employee Handbook, online and at events.
4. Protect survivors/targets of harassment immediately
  - Authorize Ombudsperson to direct interim measures to separate survivor/target from reported harasser without disrupting target's participation in CDP events/employment.
5. Retain independent, non-conflicted, professional investigators with experience in misconduct and harassment investigations.
  - Develop a list of harassment investigators nominated by the Chair in consultation with Statewide Officers and approved by the Executive Board.
  - Select an investigator from the pre-approved list to investigate each report forwarded by the Ombudsman.
6. Establish a Conduct Commission to recommend discipline.
  - Appoint Conduct Commission members who are independent, respected subject matter experts, retired judges or mediators, nominated by the Chair in consultation with the Statewide Officers and approved by the Executive Board.
  - Define a range of discipline options from warning to dismissal for employees; from warning to expulsion for CDP leaders and participants in CDP gatherings.
7. Conduct regular anonymous "climate surveys" on harassment.
  - Survey employees on the workplace climate, and delegates on the convention climate.
  - Survey results will be used to inform updates and improvements to CDP policies and practices.