

Colorado Democratic Party Code of Conduct Policy

1. Preamble

Disagreements, both social and technical, happen all the time. The Colorado Democratic Party (CDP) is a largely volunteer organization, and it is inevitable that some disagreements will occur during the course of party business. When they do occur, we seek to resolve disagreements constructively, at the lowest level possible, with the help of community and the Controversy Process set forth in CDP Rules.

All CDP officers, from Precinct Committee People (Precinct Organizers) to the state chair, are expected to behave in a manner that exemplifies and advances the goals, values, and mission of the CDP. The behavior and actions of officers, at both internal meetings and external functions, have an impact on how the public perceives our organization, and how and whether new and existing members feel comfortable and welcomed as part of the Democratic Party.

Inappropriate behavior comes in many forms, including but not limited to offensive verbal or written comments related to gender, sexual orientation, gender identity, disability, age, physical appearance, race, ethnicity, national origin, immigration status, or religion. Touching or entering personal space without consent, or other physical violation, shall not be tolerated by the CDP or groups affiliated with CDP.

[For additional guidelines, see [DEMOCRATIC PARTY MEETING ETIQUETTE](#)]

2. Scope

1. This Code of Conduct applies to all CDP officers and officers of CDP subsidiary organizations: County, Congressional district, House district, Senatorial district, Judicial district, or recognized Initiative.
2. The Code applies to behavior while participating in meetings, events, and/or virtual spaces of all applicable organizations.

3. Anti-Harassment Policy

Unacceptable behavior includes, but is not limited to:

- Harassment, which includes inappropriate and unsolicited physical, verbal, or written contact of any kind either in person, by telephone, email, written correspondence, or any social media platform.
- Violent threats, menacing or abusive language directed against another person.
- Sexist, racist, or otherwise discriminatory jokes or escalating language.
- Posting sexually explicit or violent material online, or to an official message board, official email list, or other official organizational site, while in an official CDP capacity.
- Posting, or threatening to post, personal, non-public information about another person on any form of social media or public forum without receiving advance permission from that individual (also known as "doxxing").
- Remarks or insults that personally disparage a specific individual or group during any official CDP event or meeting.
- Unwelcome sexual attention, sexual advances, or inappropriate sexual language.
- Advocating for any of the above behavior or encouraging other parties to engage in the above behavior.

4. Controversy Process

Refer to the **Controversy Process** (CDP Rules 5.1.C).