

**FINAL**

**Democratic Party of Evanston  
Policy on Discrimination and Sexual Harassment**

**The Democratic Party of Evanston (DPOE) does not discriminate or permit discrimination by any member of its board, any employee, any campaign staff person, or any volunteer against any individual on the basis of sex, sexual orientation, gender identity, or gender expression in matters of DPOE board membership, employment, services, programs/activities or on DPOE premises. Further prohibited is discrimination against any employee and/or job applicant who chooses to inquire about, discuss, or disclose their own compensation or the compensation of another employee or applicant.**

**Harassment, whether verbal, physical, visual, or virtual that is based on any of these characteristics is a form of discrimination. This includes harassing conduct affecting tangible job benefits, interfering unreasonably with an individual's service or work performance, or creating what a reasonable person would perceive is an intimidating, hostile, or offensive environment. Prohibited discrimination includes sexual harassment\* and sexual violence.**

**Further, the DPOE does not permit retaliation for reporting sexual harassment either by the individual making the report or by a witness even if the report, made in good faith, is not substantiated.**

**Reports of sexual harassment shall be made to any DPOE officer (President, Vice President, Treasurer, or Secretary) for immediate investigation.**

**Results of that investigation shall be submitted to the Committeeman/woman for resolution and any appropriate action including and up to:**

- 1. termination for an employee**
- 2. removal from the board for a board member**
- 3. referral to campaign leadership for a campaign worker or volunteer**
- 4. exclusion from use of DPOE office(s) and events for a campaign worker or volunteer**
- 5. withdrawal of DPOE support for a campaign that fails to take appropriate action when a violation is reported to the campaign by the DPOE.**

**Such action(s) imposed by the DPOE shall be separate and distinct from any fines, damages, or penalties imposed by a court of law or state or federal agency.**

**\*Sexual harassment may be in the form of any unwelcome sexual advance, request for sexual favors, or conduct of a sexual nature regardless of gender including, but not limited to:**

- 1. verbal harassment, such as lewd or sexually suggestive remarks, pranks, epithets, jokes, threats, or slurs;**
- 2. physical harassment, such as touching, patting, pinching, or intentionally brushing against another's body;**
- 3. visual harassment, such as leering, making sexual gestures, or displaying or sending lewd or sexually suggestive posters, cartoons, pictures, drawings, or objects;**
- 4. virtual harassment, such as lewd or sexually suggestive remarks, pranks, epithets, jokes, threats, or slurs in emails, texts, tweets, or made by Instagram, Snapchat, or any social media;**
- 5. demands for sexual favors.**

**February 15, 2018**

