RESOLUTION OF THE DEMOCRATIC PARTY OF ORANGE COUNTY
UNEQUIVOCALLY CONDEMNING ALL FORMS OF SEXUAL HARASSMENT AND
ASSAULT

WHEREAS, the Democratic Party of Orange County strongly supports the right of all
individuals to work in a safe and professional environment, free from all forms of sexual
discrimination and harassment, we therefore pledge to take measures, and institute
procedures, to an environment for our employees, interns, volunteers, members and
staff that is free of discrimination and harassment, and will always be cognizant of their
dignity and safety.

WHEREAS, the values of the Democratic Party of Orange County must always reflect
the fundamental values of equality, inclusiveness, compassion, and an unwavering
commitment to the protection of basic civil and human rights, it is imperative that we
ensure that each and every person is treated respectfully and consistent with these core
values;

WHEREAS, there is no place for abuse of power by officials, supervisors, volunteers or
any authority figure, we therefore respectfully ask victims to come forward, with the
knowledge that their privacy will be maintained, so that we may investigate and address
allegations,

THEREFORE, BE IT RESOLVED that the Party will offer training for members,
volunteers and allied organizations, including campaign organizations, to support and
empower victims and our membership to understand and recognize inappropriate
sexual conduct within the workplace, and the Party will reintroduce a Code of Conduct
applicable to all members of the Central Committee, staff and volunteers working on
behalf of the Party and/or a Democratic Party candidate; and

BE IT FURTHER RESOLVED AND UNDERSTOOD, we stand in support of all victims
of sexual misconduct, or any other harassment based on sexual orientation or gender
identity, race, color, national origin or religion; we will not tolerate such behavior; we will
maintain a work environment that encourages and supports victims coming forward;
and, once informed, we will take immediate action to thoroughly investigate such
accusations and to take all appropriate actions to address any improper conduct
occurring within the Democratic Party of Orange County.

Submitted by Diana Lee Carey, Fran Sdao, Jim Pantone, Carina Franck-Pantone, Jeff
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Adopted by the Democratic Party of Orange County
At its October 23, 2017 Central Committee Meeting