

Fairfax Young Democrats Code of Conduct 2018

Each member of the Fairfax Young Democrats (FYD) is expected to uphold the values of the organization. In order to participate in FYD, each FYD member acknowledges that they will abide by the following codes of conduct:

Respect of Others.

- All FYD members must abide by FYD's Safe Space Policy, which is incorporated in this Code of Conduct. **Payment of dues acknowledges understanding of this requirement to comply with all rules set forth in this document.**
- FYD expects that each member will act responsibly and respectfully of others' autonomy to the extent that it does not incur harm.

Responsible Drinking.

- Any FYD member who consumes alcoholic beverages at any FYD-related event must be at least 21-years old.
- Choosing to participate or not participate in the consumption of alcohol is an individual and voluntary choice. By agreeing to this code of conduct you agree not to pressure another individual to consume alcohol.
- Any FYD member who decides to consume alcoholic beverages is expected to do so responsibly. If you perceive that another FYD member is not consuming alcohol responsibly, please contact a *FYD Executive Board member* immediately. Contact information for these individuals is available online here.

Event Space Rules.

- Any FYD member who attends a FYD-sponsored event at any venue or event space must abide by the rules of that venue or event space. If you have any questions please contact an *Executive Board member*.

Resolving Conflicts.

- Each FYD member will make a good faith effort to resolve conflicts respectfully, directly and confidentially.
- If a conflict cannot be resolved after a good faith effort, or if a conflict involves illegal activity, please contact an *Executive Board member*.

Duty to Report.

- Any FYD member who knows or has reason to know that a FYD member is in violation of this Code of Conduct is expected to report this violation to a member of the *FYD Executive Board*.

Consequences:

- Violation of the Code of Conduct may result in suspension and removal at the discretion of the Executive Board (by majority vote).
- In the case of suspension or removal, a refund of membership dues is **not** permitted.

FYD Safe Space Policy

- FYD does not tolerate any form of harassment or assault.
- FYD recognizes that “yes means yes.” Agreement to this safe space policy requires your understanding that physical contact of any kind is not appropriate without clearly articulated consent. Agreement also requires an understanding that consent can be revoked at any time.
- If you feel unsafe at any point during a FYD-related event, please contact a member of the *FYD Executive Board*.
- If you choose to drink, please do so responsibly. If assistance is needed, please contact a member of the *FYD Executive Board*.
- If there is an incident of harassment (that does not put any members of the FYD-related event in immediate danger), the *FYD Executive Board* will meet no more than 24 hours after the incident has been reported to talk about the incident.
 - If a conflict of interest is identified on the *Executive Board* the person bringing forward the incident has the right to request their removal from the proceedings.
 - The party or parties affected by harassment will have the option to remain anonymous and their consent is required for proceedings to move forward.
 - If a FYD member or guest has been found to have violated the Safe Space Policy, the *Executive Board* will determine consequences within 48 hours of the initial meeting of the *Executive Board*. The accused shall have the right to appeal this decision to the General Board (the Executive Board and its appointees).
Consequences are up to and including removal from future FYD events.
- If there is an incident of harassment that puts event attendees in immediate danger, the *Executive Board* will ask the individual(s) to leave the FYD event and appropriate legal action may be pursued.
 - Additionally, the *Executive Board* will determine consequences within 72 hours of the incident report. Board will ask accused for account within 48 hours.
- The State and local parties will be notified of any member that has been barred.