



Newport Beach Women's Democratic Club

Advocating for Democratic Values

in Newport Beach and neighboring communities

PO Box 11761 | Newport Beach, CA 92658

NBWDC.org | Info@NBWDC.org | 949.423.6468

Facebook, Twitter, Instagram @NBWDC

Newport Beach Women's Democratic Club Code of Conduct

Expected Behavior

Newport Beach Women's Democratic Club (hereinafter called the Club) is committed to providing a welcoming, respectful, friendly, safe, supportive, and harassment-free environment for members, guests, and all others associated with the club. The club expects all leaders, members, and others associated with the club to act professionally, respecting the personal rights and dignities of all individuals involved with the party so as to create a productive, inclusive environment for all.

All individuals should feel welcome and safe within the club, regardless of their sex, gender, gender identity, gender expression, sexual orientation, pregnancy, race, color, ethnicity, national origin, ancestry, religion, creed, age, physical or mental disability, medical condition, genetic information, marital status, military or veteran status, body size, domestic violence victim status, or any other legally protected classifications.

The Club's behavior standards are not limited to the club meetings. Harassment will not be tolerated at any and all events sponsored by or affiliated with the Club, as well as in the club-related calls, texts, emails, and social media channels, including but not limited to Facebook, Instagram, Twitter and SnapChat.

Unacceptable Harassment

The Club will not tolerate harassment – that is, disrespectful or unprofessional conduct based on any of the protected categories listed above. Prohibited harassment can be verbal (such as slurs, jokes, insults, epithets, gestures, or teasing based on the protected categories listed above), visual (such as the posting or distribution of offensive posters, symbols, cartoons, drawings, computer displays, or emails based on the protected categories listed above), or physical (such as physically threatening another person, blocking someone's way, touching private parts, making physical contact in an unwelcome manner, etc.).

The Club will not tolerate sexual harassment – that is, harassment based on sex or conduct of a sexual nature, which includes harassment based on sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity or gender expression. Prohibited sexual harassment may include all of the actions described above as harassment, as well as other unwelcome sex-based conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities, or other verbal or physical conduct of a sexual nature. Sexually harassing conduct need not be motivated by sexual desire and may include situations that began as reciprocal relationships, but that later may cease to be reciprocal.

The Club prohibits quid pro quo sexual harassment, such as when submission to sexual conduct is made explicitly or implicitly a term or condition of an individual's membership in the Club, appointment to committee, leadership, or other role within the Club; or submission to or rejection of sexual conduct by an individual is used as the basis for decisions affecting that individual.

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Margaret Mead*



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The Club prohibits the creation of a hostile environment, that is, conduct that creates an intimidating, hostile or otherwise offensive environment, including but not limited to: unwelcome sexual advances, flirtation, teasing, sexually suggestive or obscene letters, invitations, notes, emails, voicemails or gifts; sex, gender or sexual orientation-related comments, slurs, jokes, remarks or epithets; leering, obscene or vulgar gestures or making sexual gestures; displaying or distributing sexually suggestive or derogatory objects, pictures, cartoons, or posters or any such items; impeding or blocking movement, unwelcome touching or assaulting others; any abusive yelling or screaming, other verbal threats, or disrespectful language (in any form) directed at a person; any sexual advances that are unwelcome as well as reprisals or threats after a negative response to sexual advances; and conduct or comments consistently targeted at one gender, even if the content is not sexual.

The examples above are just that – examples. In general, any conduct listed above or that is based on the protected classifications listed above which could interfere with an individual's participation in the Club or could create an offensive environment will be considered harassment in violation of this code of conduct. This is the case even if the offending individual did not mean to be offensive. It is essential that we all be sensitive to the feelings of others.

Retaliation Prohibited

The Club takes very seriously its responsibility to provide all members with a welcoming, respectful, and safe environment and urges any member who feels uncomfortable, unwelcome, or unsafe to report harassment (of themselves or observed with respect to others) as soon as possible. Retaliation for reporting harassment or discrimination or, participating in an investigation with respect to harassment or discrimination, is prohibited.

Retaliation may include, but is not limited to, exclusion from meetings or committees, ostracism, bad-mouthing, or other conduct that may limit engagement with the Club, or that would be reasonably likely to deter a reasonable Club member from reporting harassment or participating in a harassment investigation.

Adopted by Executive Board Resolution on May 11, 2020

- Tara Steele, President
- Cate Hardesty, Vice President
- Mikelle Fish, Treasurer
- Deborah Lugo, Corresponding Secretary
- Karen Tringali, Recording Secretary

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