

Virginia Young Democrats Code of Conduct 2018

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

Respect of Others.

- All VAYD members must abide by VAYD's Safe Space Policy, which is incorporated in this Code of Conduct.
- VAYD expects that each member will act responsibly and respectfully of others' autonomy to the extent that it does not incur harm.

Responsible Drinking.

- Any VAYD member who consumes alcoholic beverages at any VAYD-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 VAYD member who decides to consume alcoholic beverages is expected to do so responsibly. If you perceive that another VAYD member is not consuming alcohol responsibly, please contact a *VAYD Executive Committee member* immediately. [Contact information for these individuals is available online here.](#)

Event Space Rules.

- Any VAYD member who attends a VAYD-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 Committee member*.

Resolving Conflicts.

- Each VAYD 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 Committee member*.

Duty to Report.

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

VAYD Safe Space Policy

- VAYD does not tolerate any form of harassment or assault.
- VAYD 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 VAYD-related event, please contact a member of the *VAYD Executive Committee*.
- Please avoid gendered and ableist language (example use: substitute “guys”, “crazy”, “insane”, or “cripple” for “you all”, “y’all”, “folks”, “wild”, “unbelievable”).
- If you choose to drink, please do so responsibly. If assistance is needed, please contact a member of the *VAYD Executive Committee*.
- If there is an incident of harassment (that does not put any members of the VAYD-related event in immediate danger), the *VAYD Executive Committee* will meet no more than 12 hours after the incident has been reported to talk about the incident. The Executive Committee may meet in executive session to discuss the incident.
 - If a conflict of interest is identified on the *Executive Committee* 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 VAYD member or guest has been found to have violated the Safe Space Policy, the *Executive Committee* will determine consequences within 48 hours of the initial meeting of the *Executive Committee*. The accused shall have the right to appeal this decision to the General Executive Board. Consequences are up to and including removal from future VAYD events.
- If there is an incident of harassment that puts event attendees in immediate danger, the *Executive Committee* will ask the individual(s) to leave the VAYD event and appropriate legal action may be pursued.
 - Additionally, the *Executive Committee* will determine consequences within 72 hours of the incident’s report.
- The State and local parties will be notified of any member that has been barred.