

NDP Code of Conduct One-Pager

(The Nebraska Democratic Party, under State Chair Jane Kleeb, began the process of adopting a Code of Conduct for party members in early 2018, with the most recent update adopted by the State Central Committee on March 30, 2019.)

Any member of the Nebraska Democratic Party (concerned member) may report concerns about the conduct of another Nebraska Democrat (identified member). A concerned member can either be directly aggrieved, or have knowledge of inappropriate conduct. Concerns may not be submitted anonymously, but the concerned member may ask their identity to remain confidential. Confidentiality concerns will be discussed with the concerned member at each stage of the NDP handling process, with the concerned member needing to give permission before widening the circle of confidentiality.

A concerned member's report may be submitted (in writing, electronic or in person) to the State Chair, First Associate Chair, Executive Director, their CD Caucus Chair or CD Caucus Associate Chair (collectively, the Ethics Special Committee).

Any Ethics Special Committee member who receives a report will ask permission of the concerned member to take the matter to the Ethics Special Committee at which point all members should be informed (in writing, electronic or in person).

The Ethics Special Committee may meet in person or via telecommunications. They may appoint, from the committee, a sub-committee to gather information on the issues raised by the concerned member, or speak on behalf of the committee with the relevant parties.

If a member of the Ethics Special Committee is the identified member, they will be replaced by the National Committee member of the same gender.

All decisions by the Ethics Special Committee are made by vote of at least three members.

The Ethics Special Committee has these options:

- 1) Take no action.
- 2) Attempt to facilitate an amicable resolution between the concerned and identified members.
- 3) Deliver a private warning and/or suggestions to the identified member but take no further action.
- 4) Refer the complaint to the Nebraska Democratic Party State Executive Committee (SEC) for review and consideration of the matter under the NDP Constitution and Bylaws (NDP Rules).

All actions of the Ethics Special Committee should be reported to the concerned member in writing with reasoning.

If the Ethics Special Committee takes an Action 4) option, they will at the same time as their referral to the SEC, issue a statement to the representatives of the State Central Committee (SCC) explaining the issues raised and any referral to the SEC in writing via post or telecommunication. At that point all confidentiality is broken and the matter becomes public.

The SEC will review the referral from the Ethics Special Committee and submit a report with any recommendation for action on the matter, to the SCC and Rules Committee for consideration in accordance with the NDP Rules.

The SCC will consider the SEC report and other relevant motions in accordance with the NDP Rules.