

NDP Statement of Principles

Sexual assault, abusive behavior, and molestation are never acceptable and will not be tolerated at and within the Nebraska Democratic Party (NDP). The NDP firmly opposes persons and organizations that perpetrate or give shelter to such action. The NDP rejects excuses or attempts at mitigation for political expediency, mistaken claims for tolerance for those hiding behind their privilege(s), and misogyny masking behind religion and cultural differences.

The NDP officers and governing members (State Executive Committee, State Central Committee, County Party leaders), and all representing the NDP, including elected office holders and candidates, shall have an affirmative duty to refrain from unacceptable behavior that causes abuse or injury to other persons. NDP representatives shall use their official capacities to take actions, promote policies, and hold persons accountable to address abusive, harassing, and discriminatory environments.

Policy to Promote Productive Communications

The issues and policies that the NDP promotes and champions are of such importance and consequence that passions and excitement are the normal result. Nevertheless, if we are to fulfill our mission, the NDP and its members must actively redirect that energy to productive efforts.

NDP-affiliated meetings, events, and communications, including social media, shall be conducted in such a manner to inspire ideas and

solutions, promote collaborative communications, and energize our team of volunteers, members, and candidates.

To create that productive environment, we must strive for a welcoming, respectful, safe, and professional tone to our activities and endeavors. There will always be many differing viewpoints in our “big tent party”, and we are challenged to foster dialogue on difficult topics. Persons working as, with, or for the NDP shall assume positive intent on behalf of third-party speakers and shall also be accountable for unintended negative impact of NDP communications.

While self-regulation is always the most effective, a framework for redirection and proportionate redress must be applied if NDP members act in disrespectful, hateful, and disruptive ways. Thoughtful procedures can avoid inequitable and disruptive reactions. Depending on the nature of the unacceptable behavior, the NDP may use education, role modeling, mentoring, mediation, and, in extreme cases, appropriate consequences after proper due process to effect necessary change.

Sexual harassment is of deep concern to our members. It serves as a clear impediment to full participation in our government, economy, and society. Sexual harassment is an act of disrespect, and often privilege, seeking to diminish and even degrade the recipient. It can include but is not limited to predatory activity. It is unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. It can also include non-sexual offensive remarks about a person's sex, and it can be generalized comments, as opposed to targeting a specific individual.

NDP members, whether officers, employees, or volunteers, should not have to endure demeaning harassment of any kind. A culture that

promotes or condones such unacceptable behavior runs at cross purposes to our mission and ethics. Creating a safe and welcoming place for ALL promotes an environment of productivity and excellence.

The NDP recognizes that negative behavior should be addressed with consequences of appropriate severity. Sexual assault and molestation are criminal and actionable. Distinctions can and should be recognized for different actions and motivations of a less serious nature. ***An offender's intention or motivation plays a part in distinguishing improper behavior and arriving at an appropriate response.*** The goal of this policy is to assure all persons interacting as, with, and for the NDP will have an environment to work and express their political views free of abuse and harassment.

The NDP encourages the reporting of harassment or other concerning behaviors. ***Credibility of the reporting party shall not be dismissed, but respected in any responding process adopted by the NDP.***

The NDP understands the importance and limits of confidentiality. Depending on the nature of the report and parties involved, confidential and neutral third-party dispute resolution may be the most appropriate and effective process.

In making these important decisions, the NDP is cognizant of the serious nature of any restrictions placed on the political participation by either the reporting or responding person. We undertake our administration of these Principles with a commitment to ethical leadership and responsible governance.

Nebraska Democratic Party Ethical Leadership Policy and Guidelines

The Nebraska Democratic Party (NDP) leadership includes a diversity of professionals, elected leaders, and volunteers from all over Nebraska who work together to advance a truly representative Democratic Party open to all who support our principles and platform.

All NDP party leaders (including elected officials, candidates, and members of the State Central Committee, State Executive Committee, Congressional District Organizations, Affiliated Caucus Organizations, and County Democratic Party Committees) are expected to promote an open and welcoming environment and provide a harassment-free experience for everyone participating in NDP business or activities.

This responsibility is undertaken to encourage and support participation of others regardless of age, race, disability, ethnicity, level of experience, ability, socioeconomic status, nationality, personal and/or physical appearance, religion or lack thereof, sexual identity, gender identity, and orientation.

NDP Leaders, Volunteers, and Staff (collectively Members) understand and acknowledge that:

- NDP convenes and collaborates in many physical and virtual spaces;
- Decisions they make will often affect others in the community;
- Disagreements never excuse poor behavior and bad manners;

Individuals expressing disagreement should be given a reasonable opportunity to be heard and understood;

- Individuals may not understand or agree with jokes, sarcasm, and oblique references communicated by others; and
- NDP will provide mandatory leadership training to communicate ongoing expectations for appropriate behavior, safe environment requirements, and possible disciplinary actions.

These *Nebraska Democratic Party Ethical Leadership Policy and Guidelines* (NDP Leadership Policy) applies to any physical or virtual location where individuals participate in NDP business or activities. NDP Leadership Policy may be revised from time to time in accordance with the Constitution and Bylaws of the Nebraska Democratic Party (NDP Rules).

EXPECTATIONS FOR APPROPRIATE BEHAVIOR

Members are considered political leaders in their communities, and should make themselves aware of and reasonably anticipate the sensitivities of others. This responsibility extends to all forms of communication, including committee meetings, whether in person, by telephone, discussion groups and other forums, and other communication media, such as Facebook, Twitter, mailing lists, and issue trackers used by the NDP.

Members are expected to promote a culture of respect, inclusion, and equity by:

- Using welcoming and inclusive language, and maintaining a cordial

and patient attitude and demeanor.

- Assuming good intent on the part of other speakers and participants.
- Making a personal commitment to be nonjudgmental about cultural differences, living conditions, and the lifestyles of other individuals.
- Being kind, considerate, respectful, and professional by treating all individuals with a sense of dignity, respect, and worth.
- **Respecting the requests of others who object or ask to be excluded from photos, videos, and audio recordings.**
- Respecting the reasonably assumed communal nature of online spaces such as Facebook groups and webpages, and complying with the NDP Listserv Ground Rules.

SAFE ENVIRONMENT

Members should ensure their own safety and promote a safe environment for others by:

- Avoiding all rude, disruptive, and abusive behavior.
- Never engaging in or tolerating sexual harassment (See NDP Statement of Principles).
- Avoiding profane, racist, other prejudicial, exclusionary, abusive, or sexualized language.
- **Respecting others' personal space, and avoiding non-consensual physical contact in all situations and circumstances, respecting that consent cannot be granted by an individual who is impaired by alcohol, drugs, or mental capacity.**
- Respecting others' property, and the property of the organization to which the Member belongs.
- Complying with applicable laws and regulations governing behavior in

public and private settings used for NDP business and activities, including any prohibited use of alcohol, drugs, firearms, and motor vehicles.

- Immediately ceasing any behavior that is objected to as being harassing, abusive, violent, or risking the safety of others, and respecting others' feelings about the incident.
- **Failing to conform to an assumed duty to keep information confidential.**
- **Members are encouraged to amicably work toward resolving disputes with others, but only if and when further communication and contact is mutually agreeable to all parties.**

DISCIPLINARY ACTION

Individuals violating this NDP Leadership Policy at an NDP state or local meeting or event may be asked to leave the event.

A member who continues to violate NDP Leadership Policy after a warning and/or suggestions to cease the non-compliant behavior, or whose violation is especially severe in nature, will be asked to leave the organization.

Violations of the NDP Leadership Policy may result in censure, suspension, or expulsion of the Member from a party leadership position and/or withholding resources from a candidate or elected official.

Procedures for Code of Conduct

The procedure for filing a code of conduct complaint or violation is [found here](#), along with the description of the steps the Ethics Committee may take and reporting procedures.

Note: While the Code of Conduct was approved in 2018, the procedure was clarified in 2019 so all members understood the steps to file a complaint and then the next steps on reporting. The procedures of filing a complaint have been on the website since 2019. This note was added into this document in 2026 because the procedures were not linked in this Code of Conduct overview.