

Mission Statement

The Harassment and Abuse Reporting Policy, or HARP, aims to protect all people within our organizing spaces from unwanted sexual advances, harassment, and abuse. We also want to provide clear and direct guidelines for reporting these types of incidents.

In this document, we will outline what behaviors are not acceptable, how to address claims, and how the organization will support victims. Harassment has no place in any form; our community culture is based upon mutual respect, agency, and team collaboration.

Any form of harassment is a deep violation of those ideals.

Persons Covered by HARP

This policy applies to every Elect Jason Call for Congress ("Campaign", "we", "our") worker, contractor, or volunteer ("Participant") regardless of gender identify, sexual orientation, level, function, seniority, race, status, or other protected characteristic. It is our responsibility to comply with and enforce this policy fairly.

We do not condone or tolerate harassment from inside our outside the Campaign. Supporters of the Campaign and are also expected to uphold these guidelines and respect these boundaries.

Policy Outline

What is Harassment?

Harassment has many forms of variable seriousness and severity. A person is harassing someone when they:

- Insinuate, propose, or demand favors of any kind (e.g. sexual, monetary, labor);
- Invade another person's personal space (e.g. inappropriate touching);

- Stalk, intimidate, coerce, or threaten another person;
- Send or display sexually explicit objects or messages;
- Send or display threatening objects (e.g. firearms and other weapons);
- Comment on someone's appearance, clothing, sexuality, race, or gender in a derogatory or objectifying manner, or a manner that makes them uncomfortable;
- Make obscene comments, jokes, or gestures that are designed to humiliate or offend someone;
- Pursue or flirt with another person persistently without the other person's willing participation;
- Pursue or flirt with another person at an inappropriate time (e.g. Campaign event, canvass, meeting) even when the advances may have been welcome in a different setting.

The Campaign will support those who want to press charges against alleged offenders of more serious forms of harassment, like assault.

What is Abuse?

Abuse is always considered a serious offense. Abusive behaviors are characterized by:

- Repetition (e.g. an action or phrase that is regularly repeated);
- Duration (e.g. action is repeated over a long period of time, establishing a pattern);
- Escalation (e.g. increasing aggression or explicitness);
- Power disparity;
- Attributed intent.

The above distinguish abuse from acute behaviors, isolated incidents, and other forms of occupational stress. This allows the term "abuse" to be applied in various contexts and to all behaviors that meet these characteristics.

Those who are found to be in repeated violations of this policy will be immediately removed from the Campaign and associated organizing spaces.

What is inadvertent harassment or abuse?

Sometimes, people who harass or display abusive behaviors towards others do not realize their actions are hurtful. We understand this is possible, but that doesn't lessen any of their responsibility.

If you suspect that someone does not fully realize their behavior is harassment or abuse, first let them know directly and ask them to stop. If possible, make this ask over text message or e-mail so that it is in writing and includes a time stamp. Do not use this approach when:

- Your group leader, a senior organizer, staff member, or the candidate is the perpetrator;
- Harassment goes beyond off-hand comments, flirting, or occasional jokes;
- Physical harassment, including assault;
- Abusive actions demonstrate a pattern of behavior that may require significant intervention.

In the above scenarios, please report to a Campaign leader as soon as possible.

The Bottom Line

No one is justified in their harassment or abuse of anybody.. Any person in our organizing spaces who harasses or has been found to be abusive will be barred from future involvement with the Campaign. Additionally, the Campaign will demand a company or organization whose contractors or vendors harass or abuse Participants take disciplinary action. The Campaign then reserves the right to refuse any future business with such company or organization.

Harassment and abusive behavior are never too minor to be addressed. Any kind of harassment can create a hostile organizing space and leave others feeling alienated, hurt, and traumatized. The Campaign's leadership is committed to listening to every claim and take appropriate corrective actions against offenders.

Altogether, harassment is about how we make others feel. Many do not see behaviors like flirting or sexual comments to be harassment, and assume that such actions are too innocuous to be considered hurtful. If something you do makes others feel uncomfortable, or make them feel unsafe, you must stop immediately.

The Campaign assumes every harassment or abuse claim is legitimate unless proven otherwise. Occasional false reports do not undermine this principle. In accordance with that, the Campaign will not allow further victimization of impacted individuals or claimants following a credible report.

Those who support or overlook harassment or abuse as equally at fault. Administrators in digital spaces are also obliged to prevent toxic interactions, mediate conflict, and address

claims. Any witness to an incident of harassment or abuse within our organizing spaces should follow the reporting process outlined in HARP.

How to Report

If you are the victim of harassment or abuse, or suspect another person is, you can disclose to any person in a Campaign leadership role. Every Campaign leader is trauma-informed and trained on how to report your issue. If the instigator is a member of Campaign leadership, we encourage engaging with at least two other leaders. The Campaign can then refer to an independent third-party to maintain the independence of an investigation and remediation.

In serious cases, like assault, please notify law enforcement and inform the Campaign or appropriate parties that you plan to file a police report and/or press charges. We acknowledge it's often difficult to come forward about these issues, and we want you to feel supported.

Should a harassment complaint need to be lodged against any member of the leadership team, Lynnwood resident and Snohomish County DSA member Alex Risher has agreed to act as a trusted and neutral third party investigator. He will follow all procedures as outlined in this document.

Disciplinary Action

Those found to have engaged in abusive behavior or harassment will be permanently removed from all organizing spaces associated with the Campaign after the second complaint and completed investigation. Depending on the severity, the Campaign may take this course of action on the first offense.

Otherwise the Campaign may direct, on only a first-time basis, the perpetrator to be reprimanded and required to take an anti-harassment training. They may be obligated to get officially certified in workplace harassment training at their own personal expense before resuming participation with the Campaign.

These actions are implemented uniformly regardless of gender identify, sexual orientation, level, function, seniority, race, status, or other protected characteristic.

Leadership Accountability

Leadership, organizers, and supporters should do the most they can to prevent harassment and abuse by building a culture of respect and trust. When that respect and trust is broken or

violated, leadership must act immediately in good faith to address it. Any leader who responds to these incidents should explain Campaign procedures to the person making a complaint in order to help alleviate any anxieties of reporting. Furthermore, the leader should provide a clear timeline of actions to be taken, and how they will follow-up.

When a leader receives a notice that someone may be being harassed or abused, they will:

- Ask for as much information and for as many details as possible;
- Keep and maintain copies of the report with dates, times, persons involved, and details of incidents and events. This documentation may serve a purpose in any future possible legal dispute;
- Launch an investigation. If the matter is complex, the leader may need to involve other staff or a third-party if a staff member is a subject of the complaint;
- Check if there have been similar reports or concerns about the same alleged perpetrator;
- Inform the claimant of the Campaign's procedures and their options to take legal action if desired;
- Consider the wishes of the claimant. Some may want the matter to be resolved informally or discreetly. Others may expect more explicit actions (e.g. expulsion);
- Contact the alleged perpetrator and arrange a meeting to explain the complaint and demand their behavior stop, or

Arrange for mediation sessions with the involved parties if there is agreement, or

Launch a disciplinary process appropriate with the severity of the claim. In extreme cases, the Campaign may expel Participants immediately.

Representatives of the Campaign will not under any circumstances cast blame on the claimant, conceal a report, or discourage anybody from reporting harassment or abuse.

Community Healing

In addition to acting meaningfully towards claims of harassment and abuse, we also want to support the victims. If you experience trauma, stress, or other symptoms because of harassment or abuse, the Campaign is here for you. Please consider:

- Taking a break from the Campaign to recharge and reset.
- Speaking honestly with a friend or loved one about traumatic or stressful experiences.

- Seeking support and affirmation from your peers inside and outside the Campaign.

Your role is not at risk for choosing to seek support.