

Revised Proposed Amendment DPH Bylaws Article IX Section 9.

### **Sexual Harassment Policy**

The Democratic Party of Hawai'i is committed to providing an environment that is free from sexual harassment. Sexual harassment will not be tolerated.

Any member who is a witness to, or victim of a statement or act, interpreted by the victim or witness as sexual harassment, may file a complaint against the accused harasser.

For credible complaints, accused harassers are subject to disciplinary action as defined in DPH Bylaws Article I, Section 8. Disciplinary action can also include mandatory completion of an SCC approved sexual harassment awareness training course.

### **Definition of Sexual Harassment**

All Democratic Party members of all ages and genders must be aware of what constitutes sexual harassment. Unwelcome sexual advances, as well as verbal or physical conduct of a sexual nature constitute sexual harassment. Unwelcome actions such as the following are inappropriate and, depending on the circumstances, may in and of themselves meet the definition of sexual harassment or contribute to a hostile volunteer environment:

- Sexual teasing, jokes, or innuendo, in person or via e-mail;
- Kissing, grabbing, unwanted hugging or touching;
- Repeatedly standing too close to or brushing up against a person;
- Repeatedly asking a person to socialize when the person has said no or has indicated they are not interested;
- Giving gifts or leaving objects that are sexually suggestive;
- Making derogatory gender based comments or sexually suggestive gestures;
- Making or posting sexually demeaning or offensive pictures, cartoons or other materials;
- Unwelcome conduct of a sexual nature that affects the volunteer environment.

A victim of sexual harassment can be any gender. The victim can be of the same gender as the harasser. The harasser can be a party volunteer, officer, candidate or employee.