

Proposed Amendment to DPH Bylaws.

The DPH Constitution Article IX Section 2 provides that the DPH Bylaws can be amended at any regular meeting of the SCC by a majority vote of all members, provided the amendment has been submitted in writing at the previous regular meeting.

DPH Bylaws Article IX, Page 34. Add Section 9

1 Section 9. Sexual Harassment Policy

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

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

6 Members accused of sexual harassment may be subject to disciplinary action as defined in DPH Bylaws
7 Article I, Section 8. Disciplinary action may also require the accused member complete an SCC approved
8 sexual harassment awareness training course.

9 Definition of Sexual Harassment

10 All Democratic Party members of all ages and genders must be aware of what constitutes sexual
11 harassment. Unwelcome sexual advances, as well as verbal or physical conduct of a sexual nature
12 constitute sexual harassment. The intention of the statement or act that is not relevant, but the effect of
13 the behavior on the individual.

14 Unwelcome actions such as the following are inappropriate and, depending on the circumstances, may
15 in and of themselves meet the definition of sexual harassment or contribute to a hostile volunteer
16 environment:

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

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

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