



# Code of Conduct

## Re-Elect Seth Fleetwood for Mayor Campaign

*The candidate and all paid staff, contractors, and long-term volunteers with a term longer than one month are hereby required to acknowledge and agree to this code of conduct as a condition of participation.*

The Seth Fleetwood for Mayor campaign (the “Campaign”) aims to improve our community, lay the groundwork for a better future, and foster positive social and community relations. Therefore, we ask for the best behavior from all volunteers, employees, contractors, and anyone playing an acknowledged role in the Campaign (“Participants”). Moreover, we require that each Participant refrains from behaviors that may harm individuals, co-workers, or the social fabric of our community. It is with this purpose in mind that we covenant to this code of conduct (“Code”).

This Code is intended to safeguard and protect each of us, rather than constrain or disempower any of us, and it shall be interpreted with this in mind.

The candidate, Seth Fleetwood, is an equal party to this Code and is answerable for and to these policies.

The Campaign expects all Participants to treat one another and the public sincerely, equitably, fairly, and with professionalism and respect at all times.

The Campaign encourages Participants to report behavior that is unprofessional, inappropriate, unfair, or inequitable.

The Campaign expects all employees, volunteers, contractors, vendors (“Participants”) to respect the rights, the body, and opinions of others, and to refrain from behavior that disrespects co-workers and co-volunteers, or impairs a culture of respect in the workplace. The Campaign does not tolerate any form of sexual harassment or sexual misconduct. Sexual harassment may include sexual advances, sexual solicitation, requests for sexual favors, or other verbal or physical conduct that is unwanted and of a sexual nature. This definition of sexual misconduct includes behavior that falls short of

the legal definition of sexual harassment, but nonetheless is unprofessional, inappropriate, and inconsistent with the values of the Campaign.

The Campaign is an equal opportunity employer. All employees and job applicants will be treated fairly and equitably, without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, age, genetic information, disability, or veteran status.

The Campaign is deeply committed to maintaining a work environment that is free from any kind of harassment, bullying, exclusion, or discrimination. Conduct that is discriminatory, harassing, or otherwise disempowering will not be tolerated. Such behavior includes, but is not limited to:

- Behavior that causes actual harm, threatens to harm, or causes reasonable apprehension of harm, physically or emotionally, to any person connected with the Campaign, physically or emotionally;
- Physical or verbal threats, denigration, shaming, extreme disrespect to, or intimidation of any person that to any appreciable degree results in limiting her/his full participation in all aspects of the Campaign;
- Activity that constitutes discrimination because of age, race, color, religion, sex, gender,
- gender identity, national origin, disability, veteran status, sexual orientation, or marital or relationship status;
- Engaging in disorderly conduct such as fighting, threatening behavior, invasion of personal space or body, public disturbance, or drunk and disorderly conduct; and
- Other behavior inconsistent with the standard of conduct expected of the Campaign or its commitment to providing an environment conducive to progress, inclusion, empowerment, and political leadership.

The Campaign encourages its participants to take action to make our community and workplace better. That means we all need to do our part to create an environment that is more empowering, equitable, and enjoyable for all who wish to be a part of our campaign. This includes reminding others of our Code of Conduct, when appropriate and safe to do so, and reporting misconduct and/or identifying inappropriate behavior as such when we observe it as bystanders. Campaign Participants are encouraged to speak up and share concerns with their supervisor or another trusted Participant. The Campaign believes that all Participants have an obligation to do their part to create a culture that is supportive and free from intimidation or bias.

Retaliation for reporting inappropriate behavior or reporting behavior that may be inappropriate will not be tolerated. The Campaign is committed to ensuring that no Participant experiences an adverse effect or consequence as the result of speaking up.

If a Participant is not sure how this Code applies to a certain situation, she/he/they should seek clarification from their supervisor, a trusted colleague, or anyone with whom they feel a connection of trust.

The Campaign knows that it's impossible to identify every possible scenario in one document. To that end, we rely on each other's judgment, good will, and willingness to take action in order to ensure that we maintain a workplace culture that is constructive, respectful, accepting, and empowering.