



Filipino American Democratic Caucus (FADC)
of the
California Democratic Party
(FADC-CDP)

Adopted July 25, 2020

Preamble

We, the officers and members of the Filipino Caucus of the California Democratic Party (hereinafter "FADC, CDP"), hereby adopt these By Laws to achieve the following goals:

1. To promote the full participation of Filipino Americans in the CDP by establishing an effective network of local Filipino American Democratic Clubs (hereinafter "County Clubs") and a statewide organization known as the Filipino American Caucus (hereinafter "Caucus") of the California Democratic Party in order to:
 - a. Formally affiliate with the State and County Democratic Central Committees;
 - b. Provide a vehicle to systematically participate in and affect the direction of our party and the selection of candidates in California;
 - c. Urge the integration of our communities to participate in Democratic politics thereby enhancing our political participation and promoting our civil, social, economic, and community well-being;
 - d. Bring into the network established leadership and organizations that can be mobilized to support Filipino American causes; and,
 - e. Cultivate new leadership committed to work within the CDP.
2. To research, develop, articulate, and advocate issues that concern Filipino Americans;
3. To organize leadership and training programs and activities that educate, motivate, and enhance present and potential CDP community leaders;
4. To maximize the political impact of Filipino Americans by:
 - a. Giving technical assistance and support to local, regional, statewide and national clubs and Caucuses;

- b. Actively recruiting, training, and supporting those candidates and appointees, who have demonstrated their commitment to the goals set forth in this document; and,
 - c. Providing input to government and private agencies regarding issues and potential candidates to elected and to appointed office.
5. To elect Caucus members to regional and national organizations as opportunities are presented.

Article I. NAME.

The name of this organization shall be Filipino American Democratic Caucus (FADC) of the California Democratic Party. As an officially recognized CDP Caucus, the FADC recognizes its obligations under the General Policies/Provisions of the Bylaws of the Democratic Party State Central Committee of California.

Article II. CODE OF CONDUCT.

The Caucus recognizes and adopts the CDP Convention Code of Conduct (“CDP Code”) outlined on the party webpage under CDP Code of Conduct Resource Page addressing: The California Democratic Party is committed to providing a welcoming, respectful, friendly, safe, supportive, and harassment-free environment for members, employees, and all others associated with the CDP. Specific issues outlined on the CDP webpage to Code of Conduct and Structure for Sexual Misconduct and Harassment.

A copy of the current CDP Code has been added as Appendix A to these by-laws and if hereafter amended by the CDP, the amended CDP Code shall be considered to supersede the version appended to these By-Laws, and operate as if appended. At the earliest possible convenience, the current CDP Code shall be appended to these bylaws, without need for further action by This Caucus.

Any violation of the Code shall be considered a violation of the Caucus By-Laws and shall subject the officer/member to discipline under Article IV. Such discipline shall be in addition to any disciplinary actions by the California Democratic Party or any of its constituent parts.

In addition to the process for the filing of any disciplinary charges under the By-Laws of the CDP, the State Chair or any officer of this Caucus is responsible for and charged with receiving and ensuring the prompt processing of any complaint of violation of the Code.

Article III. CAUCUS ORGANIZATION.

The business of the Caucus shall be conducted at meetings held in conjunction with the Executive Board of the CDP meeting, at state conventions of the CDP or at any other time designated by the Caucus State Chairperson. All meetings of the FADC shall be public.

The State Chair or an Executive Board Member or a spokesperson for an FADC County Club may call for an additional/special meeting(s) of the FADC if such request is supported by an email vote and/or by a written a majority (50%+1) of the FADC Executive Board.

Meetings of this Caucus will comply with CDP’s Policy Statement on Open Meeting Rules requiring that public meetings of the Caucus are open to all registered Democrats and to have provided timely notice of agendas, meeting date, time and location.

1. The Executive Board. The Caucus shall elect nine "active" members to serve on the Executive Committee. For 2019-2021, the Executive Committee shall consist of the following:

State Chair
1st Vice-Chair/Executive Vice-Chair
Vice Chair, Central Valley, Coastal, and Mountain Region
Vice Chair, Los Angeles Region
Vice Chair, Northern Region
Vice Chair, San Diego Region
State Recording Secretary
State Corresponding Secretary
State Treasurer
Immediate Past Chair

The Caucus Executive Board will hereafter also include the Immediate Past Chair (if not elected to another position) as a member of the Executive Board with full voting rights as a board member.

2. Responsibilities of the Executive Board.

- a. Making decisions on behalf of the Caucus between meetings, subject to ratification by the Caucus;
- b. Monitoring, oversight, and implementation of program goals and policy objectives of the Caucus;
- c. Reporting to the Caucus on a timely basis past and current business matters;
- d. Referring public and media inquiries to the Public relations Committee;
- e. Appointing a counsel to provide legal advice as needed; and,
- f. Calling an annual meeting of the Caucus.

NOTE: with regards to site selection, the Executive Committee shall make every effort to alternate the meeting sites in order to ensure fair and balanced geographic representation and outreach to the Filipino American community.

3. The Executive Board shall establish the following standing committees:

Voter Registration
Membership
Legislation
By-Laws
Organizational Development
Political Strategy and Planning

- a. The State Chair shall appoint an "active" member who shall be the chairperson for each of the above committees.
- b. Ad Hoc Committees. The Executive Board may create such ad hoc committees [e.g., Officer Recruitment & Screening] as it may deem appropriate to conduct the business of the Caucus. All ad hoc chairpersons shall report their recommendations and activities to the Executive Board as required at the annual meeting.

4. Definition of FADC Regions:

- a. The Northern Region shall consist of the counties of Alameda, Contra Costa, Marin,

Monterey, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma.

- b. The Los Angeles Region shall consist of the counties of Los Angeles, Orange, Riverside, Santa Barbara, San Bernardino, San Luis Obispo, and Ventura;
 - c. The San Diego Region shall consist of the counties of Imperial and San Diego; and,
 - d. The Central Valley, Coastal, and Mountain Region shall consist of the counties of Fresno, Kern, Kings, Madera, Merced, Sacramento, San Joaquin, Stanislaus, Tulare, Yolo, and all other counties not listed supra.
5. The Council of Clubs (hereinafter "Council"). Each County Club shall designate at least one delegate, who shall be an "active" member of that club, to serve as a member of the Council of the Caucus; to represent that club; and to report the activities of that club to the Caucus.
- a. Every county is encouraged to form a Filipino American Democratic Club that is chartered by the Democratic Central Committee of that county.
 - b. The dues for a County Club shall be \$100.00 per annum per club.
 - c. If the club is in start up or reorganization phase of development the \$100 fee shall be waived until the next FADC state convention.

Article IV. MEMBERSHIP.

The Caucus is open to all registered Democrats and/or those who believe in and support the purpose of the FADC as described in "preamble," above.

The Caucus shall not discriminate on the grounds of race, color, creed, national origin, sex, age, weight, height, religion, ethnicity, sexual orientation, gender identity, persons with disabilities as defined by the Americans with Disabilities Act of 1990, or economic status.

1. The Caucus shall be open to all registered Democrats and shall be composed of "active" members who are registered Democrats as follows:
 - a. Membership and full voting rights in the FADC are open to persons of voting registration/preregistration age (as defined in the Elections Code) who meet the eligibility requirements for Caucus membership, and who are either (a) registered Democrats or (b) ineligible to register as Democrats, but who have expressed an intent to register as a Democrat upon becoming eligible.
 - b. An individual who pays his or her membership dues to the Caucus shall be deemed an "active" member of the Caucus.
 - c. A chartered local Filipino American Democratic Club that pays its membership dues to the Caucus shall be deemed an "active" member of the Caucus.
 - d. All dues and fees must be fully paid in order for an individual or club to qualify as an "active" member in "good standing." However, this Caucus will provide a waiver of dues in case of economic hardship described infra.
 - e. All "active" Caucus members shall pay dues. The Executive Board shall establish the amount of dues as well as the time and manner by which the dues shall be paid. For example, all dues will be sent, by no later than 10 days after submission for payment, to the CDP in Sacramento.
 - f. All dues shall be paid to the Caucus a) on or before the election of Caucus officers, if such election shall be required per these By Laws, or b) on before the annual state convention, if no election of Caucus officers is required by these By Laws, to retain "active" member in good standing status.
 - g. Any member, who fails to pay the dues as determined by the Executive Committee, shall be

- deemed an "inactive" member and a) shall not be entitled to vote during Caucus meetings and b) shall not be allowed to hold elective office in the Caucus.
- h. However, payment of dues shall not be mandatory for any individual or County Club for whom payment would constitute an economic hardship. Dues will be waived for those who seek a dues waiver by any applicable deadline and who self-identify as being unable to pay dues due to either economic hardship or an objective impediment to payment of dues. In the event of economic hardship, a petition requesting waiver of dues shall be submitted to the State Treasurer. In turn, the State Treasurer shall present the petition of waiver to the Caucus for consideration. If there is a review process for dues waivers, the fact that a membership applicant has sought a dues waiver cannot affect the right to run for office or to vote. So, where members can pay their dues and vote on the same day, the process must include an on-site, day of election, pre-balloting dues waiver review and resolution process.
 - i. An individual or County Club may reinstate its lapsed "active" membership by paying membership dues and, thus, attaining "good standing."
 - j. Lifetime Membership. A Lifetime Membership is a full Member who elects to pay a single sum determined by the officers of the current term. A Full Lifetime Member is not obligated to pay any further ordinary dues once the Lifetime Membership fee has been paid in full. A Full Lifetime Member, unless noted otherwise in these Bylaws, has the rights of a Full Member. The officers may limit the number of Full Lifetime Memberships. Lifetime Membership shall be intended to include members who have contributed greatly to the Caucus and/or Democratic Party.
 - k. For 2019-2021, active member dues shall be \$25.00 per year or \$40.00 for two years, [\$10.00 for senior citizens (aged 65 and over) and students per year, if requested]. Lifetime Membership dues have three levels \$250-1,000. Dues are subject to review upon the beginning of each new term.
2. The Caucus shall neither raise nor disburse funds other than nominal dues, and standard or routine costs of regular meetings (such a postage, and other costs associated with notice, as well as the cost of meeting rooms), which shall be promptly accounted for, reflected in a quarterly financial report to the Treasurer of the Democratic State Central Committee and processed according to rules (a) promulgated by the Finance Committee and (b) reflected in the Caucus' bylaws.
 3. A member/officer of this organization may be removed from office for cause – that is, misconduct or neglect of duty in office, including violation of CDP Code of Conduct.

Article V. VOTING.

1. While all voting shall be conducted in open and public meetings, only "active" members of the Caucus, who are in "good standing" or properly designated delegate(s) from an "active," chartered local Filipino American Democratic Clubs may vote on matters presented to the Caucus for consideration. Members can pay their dues and vote on the same day.
2. A quorum is defined as 50% plus one (1) of the "active" members present and voting.
3. An "active" member in "good standing" or a properly designated local club designated delegate from an "active," chartered local Filipino American Democratic Club shall be entitled to cast a vote in an election of this Caucus.
4. No proxies shall be allowed to vote in any meeting or election.
5. No mailed, faxed, or courier delivered ballots shall be allowed in an election. Only those ballot designated by the Caucus as "official" shall be used in an election.
6. For disbursement of funds, a request for an expenditure of funds must be approved by a 50% plus one (1) vote of the "active" members present and voting.
7. The Caucus prohibits the use of absentee ballots. Members have the right to request secret ballots

per Article XIII, Section 9 of the CDP Bylaws and Article 9, Section 12 of the Charter of the Democratic Party of the United States of America allowing for a voter to have the right to request a secret ballot.

8. Notice Requirements:
 - a. Upon direction of the FADC State Chair, the FADC Corresponding Secretary shall provide written notice via email and or via U.S. Postal Service notice to the membership of a meeting, meeting agenda, and/or of when an election shall take place.
 - b. Except as may otherwise provided herein, and with regard to the amendments of these By Laws, at least ten (10) days written notice shall be given of all meetings of the general membership and Executive Committee of the FADC.
 - c. Those FADC members who have email may receive notice via email in a manner consistent with CDP By Laws for the use of email within Democratic organizations, including but not limited to, the requirement of the member to consent to notice via email.
9. Conduct of Election/Election of Officers
 - a. All elected officers shall be elected before the conclusion of the CDP State Convention in odd-numbered years.
 - b. A candidate for office must be an active member of the Caucus in good standing for at least 30 days prior to the election.
 - c. All officers shall be elected by a majority of those present and voting.
 - d. All members and candidates will be treated on an equal and nondiscriminatory basis for purpose of voting or seeking office in Caucus elections
 - e. Elections of officers according to the following procedure:
 - i. Members eligible to participate in the election of officers shall be credentialed with a voting card at Caucus meeting registration at which the election is held.
 - ii. Registration shall begin no later than 10 minutes prior to the posted start time of the Caucus meeting according to the Caucus agenda for that meeting.
 - iii. Registration shall close at the start of the election of officers. A credential report shall be given by the Caucus State Recording Secretary prior to the start of the election of officers.
 - iv. The Caucus Chair shall designate a Caucus officer or a Caucus member as presiding officer of Caucus elections, hereinafter referred to as the election presiding officer, at least 30 days prior to the election of officers from the past chairs of FADC and the outgoing board of officers who are not running for the election if the past chair is running. The election presiding officer shall give notice for nominations, election date and time, candidate eligibility requirements and election procedures. The election presiding officer may designate volunteers to assist with the election process. Neither the election presiding officer nor the volunteers may be candidates up for election of officers.
 - v. The Caucus State Treasurer shall transmit the most current Caucus membership list, including information on voting eligibility to the election presiding officer upon request. Candidates or voters may verify eligibility prior to the election by contacting the Caucus State Treasurer.
 - vi. At the start of the election, nominations shall be taken from the floor for each office being considered for election. The election presiding officer shall ask for nomination three times for each office before closing nomination for that office. Nominations may be taken from any member of the body or from the candidate his/herself present at the meeting at which the election is held. The candidate must indicate acceptance of the nomination to be considered. Nominations do not require a second.
 - vii. The election presiding officer shall verify eligibility of each candidate at close of nominations. Eligibility is verified by consulting the most updated Caucus membership roster and, where applicable, the Democratic State Central Committee roster.

- viii. Each candidate or their designated representative is allotted two minutes maximum to speak to the voting body after the close of nominations of all offices being considered for election. After each candidate or their designated representative has been given the opportunity to speak, the election presiding officer will call for a vote.
 - ix. Voting shall be conducted by a show of voting cards and counted by the election presiding officer and/or the presiding election officer's designated volunteers. The election presiding officer is responsible for keeping all voting records, including vote tallies, during the election. Such records shall be given to the Caucus State Recording Secretary for record keeping and available for review by interested parties following the election. The record shall be retained for the duration of the Caucus term of office, or at least until 10 days after the Executive Board meeting next succeeding the balloting or the resolution of any challenge or appeal, whichever is later.
 - x. Any member eligible to vote in the officer elections may request that voting be conducted by ballot.
 - xi. Provisional voting cards (or ballots) in a color other than regular voting cards shall be issued to any person if the person reasonably believes that he/she is eligible to vote in the election of officers. The election presiding officer or designated volunteers shall maintain a list of persons who request to vote provisionally.
 - xii. Votes will be counted with provisional votes and without provisional votes. A list of provisional voters will be made available to the election presiding officer and the membership to ensure transparency.
 - xiii. In the event no candidate receives the majority of the votes cast, the top two vote-getting candidates who receives the most votes shall remain for a second vote. A second vote shall be taken with the names of these top two-voting getting candidates.
- f. Candidate for Chair of the Caucus must be a member of the Democratic State Central Committee and an active member of the Caucus in good standing.
 - g. Candidates for any office are prohibited from speaking about their campaign or candidacy in their official capacity as a Caucus officer during official Caucus business, except for during the election process when called upon by the officer presiding over the election.
 - h. All candidates interested in seeking Caucus office may request access to the same Caucus membership list, including information on voter eligibility, from the election presiding officer, beginning 21 days prior to the election. The request shall be made in writing.
 - i. The Caucus Chair shall designate a Caucus Election Appeals Committee, comprised of the election presiding officer and two additional Caucus members not standing for officer elections, at least 30 days prior to the election of officers. The Caucus Election Appeals Committee, chaired by the election presiding officer, is authorized to resolve any disputes concerning election of officers posed by provisional ballots or other election challenges.
 - i. Disputes from the election shall be made during the Caucus meeting at which the election is held. The Caucus Election Appeals Committee shall consider and determine the dispute(s) within 5 days from the date of the dispute. The Caucus Election Appeals Committee may meet by telephone or other means of electronic communication for any action. The final determination shall be made in writing and shall be made available publicly.
 - ii. The Caucus Election Appeals Committee may work with CDP Leadership, the CDP Rules Committee, the CDP Credentials Committee, the CDP Staff to resolve disputes, as needed.
 - j. If there is only 1 nominee for an office after the third call for nominations then that nominee will be voted on by a simple majority of members present and additionally be given a max of 2 minutes to speak on their behalf.

- k. In case the singular nominee cannot receive a simple majority or there are no nominees for the office then the position will be declared vacant until the next FADC Meeting.

Article VI. OFFICERS.

1. Selection and Tenure

- a. The officers of the Caucus shall consist of a State Chair; an Executive Vice-Chair, a Northern California Region Vice Chair; a Central Valley, Coastal, and Mountain Region Vice Chair; a Los Angeles Region Vice Chairperson, a San Diego Region Vice Chair; a State Recording Secretary; a State Corresponding Secretary; and, a State Treasurer. In addition to the Immediate Past Chair, if not elected to another role on the board.
- b. The above officers shall be elected by "active" members of the Caucus in conjunction with the CDP elections of state party officers.
- c. The term of office for Caucus officers shall be two years.
- d. All "active" Caucus members who are elected officials shall serve as ex-officio members of the Executive Committee.
- e. As required by CDP By Laws, a candidate for FADC Chairperson must be a DSCC member at the time of election and must remain a DSCC member throughout her/his tenure as FADC Chairperson. Hence, the FADC State Chair shall be a member of the DSCC of the CDP.
- f. To insure equal access and opportunity, the FADC will rotate the Chairpersonship of this body on a Regional Basis. In 2019-2021, for example, the position will go to a qualified member of the DSCC from a FADC Region other the Los Angeles Area.
- g. Neither tests not oaths shall be required from those members who seek or hold FADC office.
- h. At the FADC, CDP Executive Board Meeting immediately preceding the end of term for FADC Executive Committee Members (for example, October/November 2014 before a March/April 2015 FADC, CDP State Convention and Election of Officers for the new term 2015-2017, the Executive Committee shall appoint an ad hoc special committee for Officer Recruitment & Screening. This committee will screen applications from those seeking to run for State Chair and the other Officers of the FADC to ensure each candidate is in compliance with the provisions of the FADC and of the CDP By Laws.

2. Duties and Responsibilities of Officers.

- a. All officers are required [unless excused by the FADC Chair] a) to participate in monthly Executive Committee teleconferences; b) to attend FADC Executive Board Meetings; and c) to pay FADC annual dues [in a timely manner, unless granted a waiver due to economic hardship, supra]. Failure to comply with these duties and responsibilities is malfeasance and grounds for removal from office.
- b. The State Chair shall be the presiding officer of the Caucus. The State Chair is the CDP Executive Board Representative of the FADC. S/he will have the primary responsibility of calling and/or of conducting any and all [that is, regular, additional/special] meetings of the Executive Committee and shall serve as spokesperson for the Caucus. The state Chairperson shall appoint the chairperson for each of the standing and ad hoc committees. S/he may convene a meeting of the local Filipino American Democratic County Clubs as needed or upon petition presented to the State Chairperson or to the State Recording Secretary by 50% plus one (1) of all "active" and affiliated County Clubs. Note: If the State Chair is unable to preside over a Caucus or Executive Committee meeting, then the order of succession among the Caucus Vice Chairs present at the meeting shall be determined by vote of the "active" Caucus members present and voting.

- c. The Executive or 1st Vice-Chair position is to serve as an additional support to the current Chairperson and the board. In this role, the 1st Vice-Chair will serve as will help coordinate activities amongst the other Regional Vice-Chairs and projects as assigned by the board. The 1st Vice-Chair cannot be from the same region as the Chairperson, will preside over meetings in absence of the Chair and will serve an Interim Chairperson in the event of the resignation or removal of the Chair until a new election can held.
- d. The Northern California Region Vice Chair will perform assignments as required by the Executive Committee. S/he shall have overall responsibilities for initiating and coordinating the political activities for Region in conjunction with the Executive Committee and local Filipino American Democratic County Clubs and organizations.
- e. The Central Valley, Coastal, and Mountain Region Vice Chair will perform assignments as required by the Executive Committee. S/he shall have overall responsibilities for initiating and coordinating the political activities for the Region in conjunction with the Executive Committee and local Filipino American Democratic County Clubs and organizations.
- f. The Los Angeles Region Vice Chair will perform assignments as required by the Executive Committee. S/he shall have overall responsibilities for initiating and coordinating the political activities for the Region in conjunction with the Executive Committee and local Filipino American Democratic County Clubs and organizations.
- g. The San Diego Region Vice Chair will perform assignments as required by the Executive Committee. They shall have overall responsibilities for initiating and coordinating the political activities for the Region in conjunction with the Executive Committee and local Filipino American Democratic County Clubs and organizations.
- h. The State Recording Secretary will keep written records of meetings. S/he will maintain a written record of all meetings of the Caucus, Executive Board, and the Council of Clubs.
- i. The State Corresponding Secretary will provide written and or electronic notice of all Caucus, Executive Board, and Council of Clubs meetings. S/he shall provide adequate and timely written notice via email and via U.S. Postal Service of any and all [regular and special/additional] FADC meetings, meeting agendas, and/or notice of when an election for FADC officers will take place to the membership.
- j. The State Treasurer will collect dues and disburse funds per the requirements of the Caucus, Executive Board, and/or Council of Clubs. The State Treasurer shall keep the record of who has paid or has had dues waived, shall note the membership effective date in the Caucus' membership records, and shall work with the staff of the DSCC charged with keeping record of online dues payment. The State Treasurer shall maintain the full membership roster of current voting Caucus members and shall supply the member list to the election presiding officer upon request.
 - i. The State Treasurer shall adhere to all administrative, disbursement, record-keeping, and reporting procedures as determined by the California Democratic Party.
 - ii. The State Treasurer shall provide an accurate and timely report of the status of Caucus funds in CDP Account 2408 at all Caucus, Executive Board, and Council of Club meetings.
 - iii. The State Treasurer will ensure the FADC "neither raises nor disburses funds other than nominal dues, and standard or routine costs of regular meetings."
 - iv. The State Treasurer "acknowledges the need to promptly account for the raising and disbursing funds and to process them according to rules promulgated by the Finance Committee."
- k. The Immediate Past Chair if not elected to another officer position will serve on the FADC Executive Board for the subsequent term following their service as Chair in order provide continuity and additional support to FADC with full rights and privileges as an officer.

3. Vacancy. If a vacancy occurs in the Executive Committee, the remaining members of the Committee may appoint an active member to fill the position on a temporary basis.
 - a. An election to permanently fill the vacancy will be held at the next regularly scheduled FADC meeting.
 - b. Notification of vacancy and of the election to fill this vacancy will be made by the Corresponding Secretary to all active members.

Article VII. PROHIBITION ON ENDORSEMENTS.

The Caucus is prohibited from endorsing candidates for partisan or non-partisan office unless a candidate has received the official endorsement of the California Democratic Party, as provided in the bylaws.

Furthermore, unless a candidate has received the official endorsement of the CDP all motions of support, recommendation, or other expressions of approval, no matter how denominated, are out of order at any meeting of this Caucus.

Article VIII. MEMBER EXPENSES.

Officers and members: Please note your air fare, car rental, DSCC membership fees, food, fuel/ gasoline, hotel tariff/lodging, legislative lunch speaker tickets, and any other additional or incidental expenses are your responsibility to pay as an FADC, CDP activist and are not federal or state deductible or reimbursable by FADC and/or by the CDP. In short, you must place these expense items in two year, carefully crafted budget.

For example, FADC officers and member travel to at least two annual state conventions and to four/more executive boards [and other special events] during their 24 month, term of office.

Caveat. Travel-related expenses are considerable, may be burdensome [for some], and, must be considered [as non-reimbursable, out of pocket expenses] as part of the decision-making process prior to declaration of candidacy for an FADC Executive Committee position. Please do not run, if you are unable to use your discretionary funds to pay for your political activities as a FADC officer. Thank you.

Article IX. AMENDMENT. (CHANGES TO THE FADC BY LAWS)

The FADC By Laws may be amended by the suggestion of active members and/or of the CDP Rules Committee. Any suggestion for amendment will be given to the FADC Chairperson who will direct the FADC Recording Secretary to place the suggestion on the agenda for the next monthly FADC Executive Board teleconference.

During the FADC Executive Board teleconference, the Executive Committee members will discuss the suggestion(s) and will adopt a recommendation for the active membership to approve or to disapprove the suggested amendment to the FADC By- Laws.

During the next subsequent CDP Executive Board meeting, the FADC Recording Secretary will place the suggested amendment on the FADC meeting agenda for discussion by the active membership.

The FADC Corresponding Secretary will send a copy of the proposed change in FADC By-Laws to all active members.

Submitted by:

Signature Obtained

Arnel Dino
Co-Chair, By Laws Committee, FADC
Updated: August 24, 2019

Approved by:

Signature Obtained

Nicole Villaruz
FADC State Chair
Updated: August 24, 2019

APPENDIX A – CDP CODE OF CONDUCT

Expected Behavior

The California Democratic Party (CDP) is committed to providing a welcoming, respectful, friendly, safe, supportive, and harassment-free environment for members, employees, and all others associated with the CDP. The CDP expects all leaders, members, employees, and others associated with the CDP to act professionally, respecting the personal rights and dignities of all individuals involved with the party so as to create a productive, inclusive environment for all.

All individuals should feel welcome and safe within the CDP, regardless of their sex, gender, gender identity, gender expression, sexual orientation, pregnancy, race, color, ethnicity, national origin, ancestry, religion, creed, age, physical or mental disability, medical condition, genetic information, marital status, military or veteran status, body size, domestic violence victim status, or any other legally protected classifications.

The CDP's behavior standards are not limited to CDP conventions and other meetings. Harassment will not be tolerated at any and all events sponsored by or affiliated with the CDP, as well as in CDP-related calls, texts, emails, and social media like Facebook, Instagram, and SnapChat.

Unacceptable Harassment

The CDP will not tolerate harassment—that is, disrespectful or unprofessional conduct based on any of the protected categories listed above. Prohibited harassment can be verbal (such as slurs, jokes, insults, epithets, gestures, or teasing based on the protected categories listed above), visual (such as the posting or distribution of offensive posters, symbols, cartoons, drawings, computer displays, or emails based on the protected categories listed above), or physical (such as physically threatening another person, blocking someone's way, touching private parts, making physical contact in an unwelcome manner, etc.).

The CDP will not tolerate sexual harassment, that is, harassment based on sex or conduct of a sexual nature, which includes harassment based on sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity or gender expression. Prohibited sexual harassment may include all of the actions described above as harassment, as well as other unwelcome sex-based conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities, or other verbal or physical conduct of a sexual nature. Sexually harassing conduct need not be motivated by sexual desire and may include situations that began as reciprocal relationships, but that later cease to be reciprocal.

The CDP prohibits quid pro quo sexual harassment, such as when submission to sexual conduct is made explicitly or implicitly a term or condition of an individual's membership in the party, appointment to committee, leadership, or other role within the CDP; or submission to or rejection of sexual conduct by an individual is used as the basis for decisions affecting that individual.

The CDP prohibits the creation of a hostile environment, that is, conduct that creates an intimidating, hostile or otherwise offensive environment, including but not limited to: unwelcome sexual advances, flirtation, teasing, sexually suggestive or obscene letters, invitations, notes, emails, voicemails or gifts; sex, gender or sexual orientation-related comments, slurs, jokes, remarks or epithets; leering, obscene or vulgar gestures or making sexual gestures; displaying or distributing sexually suggestive or derogatory objects, pictures, cartoons, or posters or any such items; impeding or blocking movement, unwelcome touching or assaulting others; any abusive yelling or screaming, other verbal threats, or disrespectful language (in any form) directed at a person; any sexual advances that are unwelcome as well as reprisals or threats after a negative response to sexual advances; and conductor comments consistently targeted at one gender, even if the content is not sexual.

The examples above are just that—examples. In general, any conduct listed above or that is based on the protected classifications listed above that could interfere with an individual’s participation in the CDP or could create an offensive environment will be considered harassment in violation of this code of conduct. This is the case even if the offending individual did not mean to be offensive. It is essential that we all be sensitive to the feelings of others.

Retaliation Prohibited

The CDP takes very seriously its responsibility to provide all members with a welcoming, respectful, and safe environment and urges any member who feels uncomfortable, unwelcome, or unsafe to report harassment (of themselves or observed with respect to others) as soon as possible. Retaliation for reporting harassment or discrimination, or participating in an investigation with respect to harassment or discrimination, is prohibited.

Retaliation may include, but is not limited to, exclusion from meetings or committees, ostracism, badmouthing, or other conduct that may limit engagement with the CDP, or that would be reasonably likely to deter a reasonable CDP member from reporting harassment or participating in a harassment investigation.