



## **Sexual Harassment Prevention Policy**

### **Statement of Values**

*Democrats will always fight to end discrimination on the basis of race, ethnicity, national origin, language, religion, gender, age, sexual orientation, gender identity, or disability.*

*- Democratic Party Platform*

*Democrats will fight to bring an end to sexual assault—wherever it occurs, including on campuses—because everyone deserves a safe environment where they can learn and thrive, not live in fear.*

*- Democratic Party Platform*

The Democratic Party of New Mexico acknowledges that sexual harassment, assault, and violence is a pervasive issue that plagues both sides of the political spectrum and is far-reaching in society. With community action on this issue, we are focused on proactively preventing sexual harassment and assault and creating an environment where anyone feels safe coming forward and setting the standard to build work environments that are professional and respectful.

### **Requirements**

#### *Training Requirement*

Each candidate seeking support from the Democratic Party of New Mexico is required to complete a sexual harassment prevention training session in its entirety in order to receive support the State Party provides.

#### *Campaign Policy Requirement*

In order to receive support from the Democratic Party of New Mexico, it is also required that each campaign have a robust anti-sexual harassment policy that includes independent review and investigation of reported harassment that protects the privacy of the person who experienced harassment, a highly structured disciplinary action plan, anti-retaliation clause, reporting guidelines, canvasser and volunteer safety, and disclosure transparency. The Democratic Party of New Mexico is working with experts to ensure there is clear and specific guidance in order to increase the impact on building workplaces where volunteers, canvassers and staff feel safe and empowered.

\*\*\*Support is defined as any good or service provided by the Democratic Party of New Mexico that includes but is not limited to, access to the voter file, data support and training, volunteer-based outreach, public speaking opportunities at State Party Events, press assistance, social media advisement, featured promotion on State Party literature or email program, event access, and administrative support.\*\*\*

### **Training Components**

Training will include bystander training, civility training, sexual harassment definitions, sexual harassment prevention, consent vs coercion review, anti-sexual harassment policy development for campaigns, canvasser and volunteer safety, safe reporting guidelines and mechanisms, and power dynamics awareness training.



### **Implementation**

Candidates are required to sign a contract to gain access to data services--each contract will outline the requirements and restriction of privileges for not fulfilling the requirements.

### **Partnering Organization**

The Democratic Party of New Mexico requested the assistance of the [New Mexico Coalition of Sexual Assault Programs](#) (NMCSAP) in making sure the State Party is taking the most effective steps to combat a culture of sexual violence.

### **New Mexico State Law**

New Mexico State Law does not allow any Party to remove individuals from the ballot. New Mexico State Law does not afford any Party the legal ability to restrict individuals from affiliating with their Party.

### **Reports of Sexual Harassment**

In the event of a report of sexual harassment, the Democratic Party of New Mexico may suspend support pending investigation under each campaign's robust anti-sexual harassment policies.

Each campaign is expected to implement their robust anti-sexual harassment policy, so that every report is properly managed.