

Dona Bracke for Whatcom County Prosecutor

Campaign Code of Conduct

The Dona Bracke for Whatcom County Prosecutor campaign is committed to fostering a culture of integrity, respect, and inclusivity. Every person involved in this campaign-whether volunteer, staff, contractor, or supporter- deserves to feel safe, valued, and empowered.

As a candidate, I hold myself to the same high standards I expect from my team. We are united by shared values of equity, respect, and accountability. This Code of Conduct outlines the expectations for all campaign participants, providing a clear framework for addressing concerns should they arise.

Our campaign is dedicated to integrity, honesty, and collaboration in our messaging. We aim to raise the bar for constructive discourse and transparent engagement, refusing to engage in the misrepresentation of opponents, their positions, or their records. Instead, we choose to uplift our community and contribute to a more respectful and truthful political culture.

We are committed to building unity and forging strong partnerships, especially by creating opportunities for young people and marginalized communities. We believe everyone deserves a seat at the table. By championing inclusivity and empowerment, we strive to model the change we wish to see-leadership that inspires progress, nurtures community, and builds a more positive and collaborative political future.

Campaign Commitments

All campaign members-whether paid staff, volunteers, or contractors-are expected to adhere to the following principles:

- **Respect & Inclusion:** Treat all individuals with dignity and respect, regardless of age, race, ethnicity, gender identity, sexual orientation, disability, religion, or socioeconomic status.
- **Safe & Supportive Environment:** Maintain a workspace free from harassment, bullying, or discrimination. Create a work environment that facilitates learning and growth for all by prioritizing kindness and cultivating a supportive community.
- **Professionalism & Integrity:** Uphold ethical behavior in all campaign activities, including interactions with voters, the public, and fellow campaign members.
Zero tolerance for harassment or discrimination: Harassment or discrimination of any kind-whether verbal, physical, or digital-will not be tolerated.
- **Accountability:** Hold ourselves and each other accountable for upholding these values, ensuring that any concerns are addressed promptly and appropriately.
- **Constructive Communication & Conflict Resolution:** Communicate with openness and respect, seek to understand differing perspectives, and take personal responsibility for thoughts, beliefs, and emotions. Approach conflict with curiosity, compassion, and a willingness to resolve issues collaboratively.

Prohibited Conduct

The following behaviors are strictly prohibited within the campaign:

- **Harassment & Discrimination:** Any conduct that marginalizes, demeans, or harms another person based on identity or background.
- **Threats & Intimidation:** Any direct or implied threats, physical intimidation, or verbal abuse directed at campaign members, supporters, or the public.
- **Sexual Harassment:** Unwelcome advances, requests for sexual favors, or other conduct of a sexual nature that creates a hostile environment.
- **Violence & Aggression:** Any form of physical violence, threats, or aggressive behavior.
- **Retaliation:** Any retaliation against individuals who report concerns or violations of this Code of Conduct.

Principles of Constructive Engagement

To support healthy collaboration and address conflict constructively, we encourage the following practices:

- **Speak from your own experience:** Use “I” statements rather than assumptions or generalizations about another person’s actions or intentions.
- **Listen to understand:** Give others your full attention and reflect what you hear to confirm understanding.
- **Pause before reacting:** Take a moment to reflect before responding, especially in tense or emotional situations.
- **Ask questions, don’t assume:** Clarify before concluding someone’s intent or meaning.
- **Address conflict early and directly:** When possible, speak with the person involved before escalating.
- **Be accountable for your impact:** If your actions hurt someone, listen, learn, and take responsibility—even if harm was unintentional.
- **Build each other up:** Recognize contributions, share credit, and foster an environment where everyone can thrive.

Resolution Procedures

If any campaign member experiences or witnesses’ behavior that violates this Code of Conduct, they are encouraged to take the following steps:

- **Document the Incident:** Write down the details of the incident, including the date, time, location, and those involved.
- **Report the Concern:** Notify the campaign leadership or a designated point of contact. If the issue involves campaign leadership, concerns may be directed to an independent third party.
- **Seek Mediation (If needed):** If the issue cannot be resolved internally, the campaign may refer the matter to the Whatcom Dispute Resolution Center for mediation.

- **Engage in Restorative Dialogue (When appropriate):** When conflict arises between campaign members, and all parties are willing, we may offer restorative or facilitated dialogue to support mutual understanding, healing, and resolution.
- **Candidate's Responsibility:** As the candidate, I take full responsibility for addressing concerns within my campaign. Any egregious or repeated violations will result in appropriate actions, including removal from the campaign.

Commitment to a Positive Campaign

Our campaign is built on the belief that politics should be conducted with integrity, kindness, and a commitment to justice. We will engage in a campaign that reflects these values, ensuring that our actions align with the principles of equity and fairness.

If you have questions about this Code of Conduct or need to report an issue, please contact:

Campaign Ethics Contact: Flo Simon
Phone: 360-815-5516
Email: info@electdonaforprosecutor.com

Signatory Section

Acknowledgment and Agreement

By signing below, I acknowledge that I have read, understood, and agree to abide by the Dona Bracke for Whatcom County Prosecutor Campaign Code of Conduct. I understand that my behavior reflects not only on myself but on the campaign as a whole. I commit to upholding the values of integrity, inclusivity, respect, and accountability in all my actions and communications related to the campaign.

I further understand that violations of this Code of Conduct may result in disciplinary action, including possible removal from the campaign.

Printed Name: _____

Signature: _____

Date: _____

Role in Campaign (e.g., Volunteer, Staff, Contractor): _____