Code of Conduct

All campaign workers—candidates, paid staff, interns, and contractors who work with other campaign workers—as well as volunteers who supervise others, will be required to acknowledge and agree to this Code of Conduct as a condition of employment or campaign affiliation.

I understand that the following values, policies, and practices govern all campaign workers— Jesse Corkern, the candidate, paid staff, interns, and contractors who work with other campaign workers—as well as volunteers who supervise others supporting and working with the Committee To Elect Corkern Prosecutor (the "Campaign"). I hereby agree to abide by the following as a requirement of my involvement with the Campaign and understand that failure to do so may result in my dismissal.

Campaign Values

- Honesty and transparency: We will be honest and transparent in our communications and actions with the public, media, and other candidates.
- Respect for the law: We will uphold the law and the constitution of our country, state, and city, and avoid engaging in illegal or unethical behavior.
- Respect for human rights: We will promote and protect the human rights of all citizens, regardless of their race, gender, sexual orientation, religion, or socio-economic status.
- Accountability: We will be accountable to the public for our actions and decisions and will work to ensure transparency in our campaign.
- Respect for the political process: We will respect the democratic process and will not engage in activities that undermine the integrity of the electoral process.
- Civility and respect in political discourse: We will engage in civil and respectful discourse with other candidates, the media, and the public, even when we disagree.
- Avoidance of conflicts of interest: We will avoid conflicts of interest and will not use our position for personal gain.
- Inclusivity: We will strive to be inclusive in our campaign and outreach efforts, ensuring that all voices are heard and represented.
- Environmental stewardship: We will prioritize environmental stewardship and sustainable practices in our campaign.

- Community engagement: We will actively engage with the community, seeking input and feedback on important issues and decisions that affect our county.

Campaign Employment Practices

- We will follow fair and ethical employment practices, including non-discrimination in hiring any staff or contractors and other employment-related decisions.
- We will provide equal employment opportunities to all employees, regardless of their race, gender, sexual orientation, religion, age, or disability status.
- We will not tolerate harassment, bullying, or discrimination in the workplace, and will take appropriate action to address any such behavior.
- We will provide a safe and healthy work environment.

Campaign Non-Discrimination and Anti-Harassment Policy

- We will not discriminate against any person or group on the basis of gender identity, national origin, disability, veteran status, sexual orientation, or marital or relationship status.
- We will ensure that all employees and volunteers are treated with respect and dignity, and that they are not subjected to any form of discrimination or harassment.
- We will comply with all relevant anti-discrimination laws and regulations and will take appropriate action if we become aware of any discriminatory behavior.
- We will 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 of a sexual nature. Sexual misconduct includes behavior that falls short of the legal definition of sexual harassment, but nonetheless is unprofessional, inappropriate, and inconsistent with our cultural values.

The Campaign is committed to creating a safe and violence-free work environment and will not tolerate violence or threats of violence of any kind.

The Campaign expects all campaign workers—candidates, paid staff, interns, and contractors who work with other campaign workers—as well as volunteers who supervise others, to treat one another and the public equitably, fairly, and with professionalism and respect at all times.

The Campaign encourages its employees or contractors to report behavior that is unprofessional, inappropriate, unfair, or inequitable. Retaliation for reporting inappropriate behavior will not be tolerated.

The Campaign is committed to ensuring that no employee experiences an adverse effect or consequence as the result of speaking up.

The Campaign believes that employees, volunteers, and others have an obligation to do their part to create a culture that is supportive and free from intimidation or bias.

If, for whatever reason, an individual does not wish to talk to the candidate or his campaign manager about a concern, the following person has agreed to be a point of contact and is committed to taking my concerns seriously and will work with me to respond to the situation. What the complainant discusses with this person will remain confidential until the complainant chooses otherwise.

Andrew Bogle
andrewbogle2@gmail.com