



2022 Stonewall Questionnaire

All candidates seeking an endorsement from Bay State Stonewall Democrats must **make a copy** of this google doc and complete the questionnaire below. Endorsements are considered and voted on by the Endorsement Committee and then the Executive Board on a rolling basis. The level of financial support is determined on a case-by-case basis for each endorsed candidate. Please complete and return this questionnaire by uploading to this [google form](#) by Friday, May 13th, at 5PM. The endorsement committee will schedule a time to meet with candidates.

Please note that unless otherwise indicated as confidential, your answers are "on the record", they will be posted on our BSSD website prior to the convention, circulated to all members of the Board, and will be shared outside the organization.

Candidate and Campaign Information

Questions About Your Campaign (Will Remain Confidential)

How much money has your campaign raised to date, and how much money do you intend to raise?

I currently have over \$525,000 cash on hand. I continue to work hard to earn the financial resources needed to get our message of transparency, accountability and equity out to all voters.

Who do you consider to be your key constituencies, and how do you plan to mobilize them?

When I first ran for office in 2012 as a woman in my 20s, a man literally gave me a pat on the head and told me it was "cute" that I thought I could win the race. I had very little money but burned through the soles of my sneakers to knock on every door possible. A few months later, I unseated a 14-year incumbent, becoming the youngest woman serving in the House of

Representatives at that time. I am still, after 10 years serving in the legislature, the youngest woman serving in the Senate.

I am using the same energy and determination in my race for Auditor as I have consistently used during the course of the last 11 years campaigning – fueled by a grassroots volunteer base in conjunction with the support of over 100 elected officials and over a dozen labor unions.

We are on the phones, we are out in the community and we are traveling the state to contact every voter possible with our message of the need for more transparency, accountability, and equity in state government.

Practicing What We Preach (Will Remain Confidential)

Including diverse voices is essential to policymaking at all levels. How has your campaign made this priority (e.g., in terms of the composition of your campaign team)?

I am committed to having diverse voices — including queer voices — heard in my policymaking processes and have a seat at the table in my campaigns. While my campaign is currently fueled by a team of diverse volunteer grassroots supporters, my only campaign staffer is Joe Thibodeau, who identifies as LGBTQ+.

The MIT Living Wage Calculator defines a living wage for a single adult without children to be \$17.74 per hour. Do you plan to pay all full-time staff at least \$18 per hour?

Yes

General Information

Biographical Information

1. Previous Elected Offices Held

State Representative

State Senator (Current)

2. Are you a member of Bay State Stonewall Democrats or its Board of Directors?
Yes/No

No

3. Have you been endorsed by any LGBTQ+ organizations now or in the past? If so, which ones and when? Yes/No

No

Record of Support of LGBTQ+ Organizations

Please let us know if you have ever volunteered with or supported any LGBTQ+ organizations. Feel free to include events in which you participated. Please include all groups you feel are pertinent including LGBTQ+ Equity actions or advocacy that you have taken in other non-LGBTQ+ organizations or Boards. If no previous volunteer or advocacy experience within or for LGBTQ+ Community, please explain.

I am a proud ally of the LGBTQ+ community. I stood up for the LGBTQ+ youth in my district when a MAGA Senate candidate hatefully complained about a North Shore Alliance for LGBTQ+ Youth community dance for high-school teens featuring a drag queen performer. I stood up in front of my constituents to fight disinformation on transgender rights from a right-wing reactionary representative who is now the chair of the Republican Party. I've, for years, marched in Pride Day events and taken part in Pride Flag-raising celebrations. I will never hesitate to stand alongside you and other LGBTQ+ advocates in the fight for true equality.

Positions

Please articulate and be specific, about your views on ALL the issues below whether you have or, if elected, would have the ability to vote on the issues. For those who have held office on any level previously or currently, on each item please note if you have a record on the issue such as having introduced,

co-sponsored, co-patroned, signed into law, or voted for legislation or local statutes in the past. If you have held offices or significant positions, in any organizations or supervisory positions in your employment, please articulate any actions you have taken to make your organization/workplace a safer, more equitable environment for members of the LGBTQ+ Community. Please be specific in your answers. If not, whether there are policy reasons you have not done so.

Discrimination Protection

Non-Discrimination Policies

Tell us about any written non-discrimination policies that include sexual orientation and gender identity that you have or will establish for staff or employees of your campaign or office? If you don't have such policies or plans for such policies, please tell us why.

Our campaign has implemented an Equal Employment Opportunity, Nepotism, Harassment, and Retaliation Policy that ensures an environment free from unlawful discrimination as is consistent with our stalwart commitment to diversity, respect, and inclusion. Consistent with applicable federal, state and local laws, our campaign provides all staffers and applicants with equal opportunity in all aspects of the employment relationship. I have a zero-tolerance policy when it comes to harassment and discrimination, and my top priority will always be a healthy, supportive work environment. I will attach our full policy to this submission.

Efforts to Ban Discrimination

How would you support efforts to ban discrimination on the basis of sexual orientation and gender identity in employment and housing? Please feel free to discuss any pertinent existing local, state, and federal laws and any changes you perceive as necessary.

To see how I will fight discrimination as Auditor, I believe it is important to look at what I have already done – I don't just talk about supporting LGBTQ+ communities, I take action.

While in the House of Representatives, I cast a vote to keep an anti-LGBTQ+ bill from going to "study," opposing then-Speaker DeLeo who wanted to

avoid a recorded vote on the bill to protect the membership from being on the record in opposition, and effectively kick the can down the road. My vote was to make clear that we didn't need to "study" the legislation to know that it never should pass – we had more than 100 elected Democrats and ample support to take a stand publicly and transparently. When the Speaker finally allowed this issue to come to the floor, I was proud to be able to take a roll call vote and, in the strongest possible terms, support transgender rights alongside so many advocates. I have a long, clear and consistent voting record of standing with our LGBTQ+ community on the record – which is just one of the reasons why I've earned the endorsements of pioneer movement leaders such as Southbridge Town Councilor Jacquelyn Ryan, Newton City Councilor Holly Ryan, Stonewall Veteran David Bermudez and Senator Julian Cyr.

As a legislator for the last decade, I have stood up for LGBTQ+ rights, proudly advocating and voting for important bills such as An Act Relative to Transgender Anti-Discrimination, fighting against conversion therapy, supporting anti-bullying laws, and voting for the Healthy Youth Act that recognizes and prioritizes LGBTQ+ youth health needs.

In addition, I am a co-sponsor of: Senator Cyr's Jobs for Homeless and Housing Insecure LGBTQ Youth Senate budget amendment that provides workforce support for homeless and housing insecure LGBTQ+ youth; and Senator Cyr's Senate budget amendment that provides funding for a contract with the LGBT Aging Project for the training of health providers, councils on aging, nursing facilities and more to care for the LGBTQ+ community. I also pushed for budget allocation of at least \$250,000 for a supportive housing initiative for unaccompanied homeless young adults who identify as LGBTQ+, as well as \$2.55 million for competitive grants to youth-at-risk programs, including those that serve LGTBQ+ youth.

I am also the lead sponsor on the bill to ban the abuse of non-disclosure agreements in cases of harassment, discrimination and abuse. These agreements disproportionately impact women, BIPOC, LGBTIA+, persons with disabilities and other historically disenfranchised populations. We know that these silencing tactics continue to be able to be abused across our state government. I experienced sexual harassment as an employee of the State House and want to ensure that no one else is forced to be quiet about discrimination and harassment. I am proud to say the Senate has unanimously passed my bill to ban these abuses, however, the House has

not made necessary changes on this front, and the administration continues to dig its heels on their ability to preserve their right to use taxpayer-funded NDAs. I will continue this work as the next Auditor to protect the rights of workers to speak out about abuses. I am the only candidate in this race who has publicly committed to scrutinizing the abuse of NDAs in our state government.

I am also the only candidate in this race who has publicly supported the State House Employee Union. If we are going to claim to care about workers rights, we must stand with them when they tell us what they need – along with what is and is not working. State House employees are being very clear that they feel they are working in a toxic and discriminatory environment, and it needs to change. We as leaders must take action. I am proud to stand with our employees in creating a safe and supportive space to work.

As Auditor, if I become aware of employment and housing discrimination on the basis of sexual orientation related to agencies that my office has auditing authority over, I will take immediate action to investigate. More generally, I will use the bully pulpit of a state-wide elected official to be a vocal and passionate advocate for the LGBTQ+ community against discrimination and hate.

While fighting discrimination, I will also promote diversity in state government. As part of my Social Justice Equity and Audit Plan, I will examine state government contracts to ensure that diversity commitments are being met. In my plan, I will also be looking to the LGBTQ youth and aging commissions to analyze where across state government we have implemented their recommendations and where we need more work. I will use the Auditor's office to examine our state contracts and procurement processes to ensure engagement and fair treatment for women-, veteran-, LGBTQ+-, and minority-owned businesses. As your next Auditor, I will tell you if your taxpayer money is spent equitably and hold the state government accountable to modernize its operations in the interest of justice and fairness.

Religious Freedom

Please comment on your opinion of "Religious Freedom Bills." Please state if you see any reasons to support bills of this type.

Growing up in church, I saw firsthand the dangerous, detrimental impacts that blatant discrimination has against our LGBTQ+ community — not only on the emotional, mental and physical well-being of an individual, but also their safety — and I reject it with my entire heart. But feelings aren't enough. It's imperative that we stand with our LGBTQ+ community on opposing any and all efforts to excuse discrimination and hate under the guise of religious values through harmful legislation such as this.

Marriage and Partnership

Support for Marriage Equality

Republicans appear to be signaling their intention to attack the Supreme Court Decision in Obergefell, tell us how you will protect and defend marriage equality

Please be specific. How do you plan on being an advocate in the future? If you have not supported marriage equality in the past, please explain.

I am a strong advocate for marriage equality, and I am so proud that Massachusetts was the first state in the nation to legalize same-sex marriage in 2004. Since then, the Commonwealth has had a strong track record of defending marriage equality against every attack, and I have stood – and will continue to stand – in support of this fundamental right.

As Republicans signal their intentions to dismantle the rights included in Obergefell, it is imperative that we use every strategy to maintain and defend marriage equality. Whether it be fighting to amend the U.S. Constitution to protect marriage equality nationally or taking steps in Massachusetts to ensure that our residents and their rights are protected, I will be there at your side, as I have proven through my 10 years of service, using my position as a statewide elected official to call out hate and demand the protection of these vital rights.

Education and Schools

Family Life Education

Do you support sex-ed programs, like the Healthy Youth Act that will include information specifically targeted to LGBTQ+ students? Have you advocated for such programs in the past? Be specific. If you have not, why not?

I've proudly and strongly advocated for, spoken in support of, and voted for the Healthy Youth Act that recognizes and prioritizes LGBTQ+ youth health needs.

Increasingly Republicans are targeting learning environments to remove LGBTQ+ affirming materials. This includes banning books, protesting Drag Queen Story Hours, removing posters, and targeting after-school clubs and diversity and inclusion efforts for educators. How will you combat these efforts?

I will combat this discrimination and hate by using the powers of a Massachusetts constitutional officer to stand with the LGBTQ+ community. It is a commitment I already live by, and we MUST recognize that these attacks continue to be prevalent even in 2022. We must remain vigilant.

Just last month, my colleague Senator Julian Cyr and Mass Equality joined with me in support of my position to condemn the anti-LGBTQ+ actions taken by Kari MacRae, a Republican candidate for State Senate. While MacRae is running in the Plymouth and Barnstable district, she attempted to score cheap political points with the MAGA crowd by complaining to Newburyport Youth Services (in my district) about a community dance for high-school teens featuring a drag queen performer. The dance is co-sponsored by the North Shore Alliance for LGBTQ+ Youth. Julian and I issued the following [joint statement](#), supported by MassEquality, to the media: "It's sad to see the disgraceful homophobic and transphobic politics practiced by national right-wingers rear its ugly head here in Massachusetts. We must always be ready to stand up and condemn these attacks. We have a proud tradition in Massachusetts of respecting the dignity of all people, no matter who they are or who they love. There is no place for this type of dangerous rhetoric. We stand united in support of the LGBTQ+ community."

Bullying and Harassment

Discuss your feelings about the bullying and harassment of students because of their real or perceived sexual orientation and/or gender identity. In your answer please discuss ways in which you have or will: promote safer environments in schools, and advocate for initiatives to keep LGBTQ+ students safe

My heart breaks and my blood boils at the thought of anyone being persecuted for their sexual orientation and/or gender identity. That is why in 2016, I voted for an update to the state's anti-bullying law that strengthened

protections for gay, lesbian, bisexual and transgender students, and students with disabilities. But there is much more work to be done, and that is why I am committed to working alongside the LGBTQ+ Commission on Youth to ensure their recommendations are being implemented as fully as possible, as highlighted in my Social Justice and Equity Audit Plan.

It is also why I was also proud to advocate for our Senate budget to include \$1,400,000 for competitively-procured grants to youth-at-risk programs utilizing an evidence-based positive youth development model, including programs that serve lesbian, gay, bisexual, transgender, queer and questioning youth.

Will you oppose efforts by school faculty, staff or administrators to out LGBTQ+ students to their families? If so, how?

Yes. I will always stand with LGBTQ+ youth. I will stay in close contact with human rights advocacy organizations like the Stonewall Democrats and MassEquality to ensure that I am made aware of any potential targeting of students and families. Where the powers of the Auditor's office allows me to intercede, I will do so. I will use the bully pulpit of the office to advocate for auditing processes and procedures at DESE to help ensure compliance and protect children from dangerous, harmful policies.

Policies Impacting Transgender Students

7. Discuss the adoption of policies in schools (elementary through college) that respect student gender identification, including consideration of reasonable and respectful accommodation in regard to facilities?

I was so proud to stand in strong support of 2016's Act Relative to Transgender Anti-Discrimination, and my support went well beyond my vote – I directly fought right-wing disinformation in my district. One example was when I went toe to toe defending this accommodation against extreme Republican Jim Lyons, the current GOP State Chair and, at the time, a State Representative. When we both joined our local senior center for a forum shortly after the vote, then-Representative Lyons bragged that he was the only member of the local state delegation who did not vote to allow “rapists and child molesters into grandchildren’s bathrooms.” I fought back against this hateful disinformation then, and I will always do so. My work on these

issues is just one reason why I have earned the support of some of Massachusetts' first openly transgender elected officials such as Southbridge Town Councilor Jacquelyn Ryan and Newton City Councilor Holly Ryan.

8. Please provide your feelings regarding legislation aimed at transgender athletes that have been proposed around the country.

I think these efforts are abhorrent, and it is why I was so proud to vote in 2016 for the An Act Relative to Transgender Anti-Discrimination. Massachusetts is a national leader in defending transgender rights, and I will fight any effort to bring such hateful bills or attitudes to the Commonwealth.

HIV/AIDS Prevention, Testing, and Treatment

Access to PrEP for Minors without Adult Consent

Do you support efforts to allow minors to receive prescriptions for Pre-exposure Prophylaxis (PrEP) from health care providers as well as treatment for HIV without parental consent? Why or why not?

Yes. I have been and remain a proud co-sponsor of Senator Cyr's S1404, An Act relative to HIV prevention access for young adults. This bill would make it possible for minors to receive prescriptions for Pre-exposure Prophylaxis (PrEP) from health care providers, as well as treatment for HIV without parental consent.

Public Funding of HIV Prevention/Testing/Treatment

Tell us how you have in the past or would in the future support public funding for HIV/AIDS prevention, testing, and treatment facilities. Be specific.

I have been a strong supporter of HIV/AIDS funding in my time in the legislature during the state budget process - including voting to override Governor Baker's cuts to HIV/AIDS funding in both 2016 and 2017.

I will continue to champion these line items to ensure full and continued access to prevention, testing and treatment in this upcoming budget, as I have always done in the past.

As Auditor, I will report on access to these vital resources through state funding to ensure we are meeting the needs of our residents more fully and that the legislature has access to the data it needs to make appropriate and strong investments.

Free HIV/AIDS Testing at Jails and Prisons

What is your opinion of free access to HIV/AIDS testing at jails and prison facilities, and the programs that support and encourage inmates to get tested for HIV/AIDS? Have you advocated for this?

Yes. I continue to support HIV/AIDS testing at prisons and support free access. This is a critical issue that I have discussed with Essex County Sheriff Kevin Coppinger who tests inmates upon request and – through DPH – has a contract with an infectious disease specialist who comes in monthly to check on any patients with HIV. As Auditor, I will review DPH's expenditures in this area to ensure that there are appropriate funding levels for these life-saving services.

Choice and Contraception

Reproductive Freedom

Do you support an individual's right to control their own bodies, including all contraception and abortion?

I am a passionate supporter of reproductive rights and received an [A rating](#) from Reproductive Equity Now (formerly NARAL Pro-Choice MA) for the last full session where I voted for the the ROE Act and and supported replacing \$8 million in federal funding for the Title X Family Planning program after the Trump administration implemented anti-choice regulations impacting the program. I will use the appropriate powers of the Auditor's office and the bully pulpit of a woman state-wide elected official to continue my passionate support for reproductive rights. I will seek to report on taxpayer

dollars potential use for “fake clinics” that are anti-choice and receive taxpayer funding to shame and/or manipulate women needing medical attention. I have pledged that as Auditor I will examine whether the administration is fully complying with the ACCESS Law, and I will publicly report any failure to do so. In addition, I have also pledged to examine whether the state government fully complies with and implements laws relating to reproductive health, rights, and access to care, and will again publicly report any failure to do so.

Other

Commitment to Support Full Equality

Discuss how you have shown commitment in the past and how you can commit to supporting full equality now and in the future. How important is this stance in your future leadership plans in elected office? Include instances of your prior commitment. If none, explain your growth process if you are now committed to full equality for the LGBTQ+ Community.

Working in our state legislature for more than ten years has shined a light on just how far we have to go regarding issues of equality and fairness. Even in our own State House, our employees complain of a toxic, harassing and discriminatory work environment that requires increased protections. I have stood with them, strongly and publicly, as an elected official. Additionally, as the youngest woman in the House of Representatives at the time I was elected and, still after serving 10 years in the legislature, being the youngest woman in the Senate, I can attest that we have a long way to go regarding equality even in terms of our elected representation. And, representation matters.

That is why I used my position to represent the most marginalized amongst us and those who have been refused a seat at the table due to the outdated, anti-democratic legislative process on Beacon Hill. I have forcefully advocated for changing the way we do business at the State House, not just for the sake of transparency and accountability, but also for the sake of equity, equality, inclusion and access for ALL.

I have stood by families in our communities who have been marginalized, in both word and deed. It is this same commitment and passion that I will bring with me to the Auditor’s office.

Whether it is my support support and vote for An Act Relative to Transgender Anti-Discrimination, fighting against conversion therapy, supporting anti-bullying laws, voting for An Act relative to gender identity

on Massachusetts identification, overriding Governor Baker cuts to HIV/AIDS funding or voting for Healthy Youth Act that recognizes and prioritizes LGBTQ+ youth health needs, I have been and will continue to be there for ALL our residents.

In addition to my past legislative efforts, I have recently filed – with the support of MassEquality and the Massachusetts LGBT Chamber of Commerce – an amendment to the state budget aimed to assist businesses that are owned and controlled by a combination of diverse persons that don't fit within a single category – so-called “composite diverse business enterprises” – for purposes of receiving services from the supplier diversity office. For example, a business that is owned and controlled 17% by a woman, 17% by a Black man, 17% by an LGBTQ+ individual, and 49% by persons not falling within diverse categories doesn't fall within an existing diverse category even though it is majority owned and controlled by persons falling within diverse categories. I look forward to advocating for its passage and hope to earn Stonewall's endorsement of this important legislation.

In the Auditor's office, My 14-point Social Justice and Equity Audit Plan will be a guiding force to help dismantle outdated and unfair policies that continue to disproportionately harm underserved and marginalized communities. The plan focuses on auditing state agencies relative to important and pressing challenges facing underserved and marginalized communities such as the housing crisis, early education and care, legislative accountability, and environmental justice.

Advocacy for and Inclusion of LGBTQ+ Community

How have you advocated for the LGBTQ+ community and supported inclusion for the LGBTQ+ community in the past (i.e. have you spoken out publicly for policies at your place of business, testified before government bodies, adopted written policies for your employees, marched for equal rights, etc.)? Please be specific.

Yes. When I broke the non-disclosure agreement I was required to sign by the former Speaker of the House regarding sexual harassment, my floor speech forcefully called out the unwillingness of the body to address the fact that members of the LGBTQ+ community were not covered under the weakened version of my amendment to ban the abuse of taxpayer-funded NDAs in our own State House.

As a legislator, I have continued to champion this. As Auditor, I will audit and investigate the abuse of taxpayer-funded NDAs that continue to potentially silence victims of harassment, bullying, discrimination and abuse across our state government.

Again, whether it's been calling out with my colleague Senator Julian Cyr and MassEquality the hate directed at LGBTQ+ youth in my district by a MAGA Senate candidate, standing up in front of my constituents to fight disinformation on transgender rights from a right-wing reactionary representative – now the Republican Party Chair – or marching in support of true equality at numerous Pride Day events including parades and Pride Flag-raising celebrations, I have and will continue to be in the LGBTQ+ community's corner. I am the only candidate in this race with a strong voting record – over the course of the last 10 years – on these ever important issues, and I will continue to fight alongside you as your next State Auditor.

Additional Information (Optional)

Please use the space below to provide any additional information you would like us to know about your candidacy. This can include polling information, support by various levels of the Democratic Party, etc. Feel free to attach additional documentation as needed.

Thus far, I've been endorsed by elected officials, community leaders, and activists from across Massachusetts who believe we need to make our state government more equitable, transparent, accountable, and accessible. I have also been endorsed by The Puerto Rican PAC, as well as the National Association of Government Employees (NAGE), UNITE HERE 26, IBEW Local 223, Boston Carmen's Union, Iron Workers Local 7, Machinists District 15, the MBTA Inspectors Union, Operating Engineers Local 4, the Professional Fire Fighters of Massachusetts, Teamsters Local 170 and 25 and the Massachusetts Nurses Association.

Public Bio for Website

Thank you for completing this questionnaire. Should you be endorsed, we will add you to our website as an endorsed candidate. Please submit the following to be used on the website.

Photo of Candidate

Please submit a quality photo, preferably a headshot, to be used on the website. Photos should be cropped square, and at least 500px by 500px. Images submitted not cropped will be cropped before being posted to the website.



Public Biography

Please include a brief biography to be published on the website. Please do not provide a link to a biography already online, but copy/paste it here if you want to reuse it.

Senator Diana DiZoglio is a candidate for Massachusetts State Auditor and the current State Senator for Massachusetts' First Essex District, which includes the Cities of Amesbury, Haverhill, Methuen and Newburyport, the Towns of Merrimac and Salisbury and portions of the Town of North Andover.

As the daughter of a single mother who had her at 17, Diana has always had to fight for the things that have mattered to her. A student of Massachusetts public schools, she went to Middlesex Community College. She later earned a financial scholarship to Wellesley College.

After serving in the legislature as an aide, as Chief of Staff for the 12,000 member Professional Fire Fighters of Massachusetts, and years of work for local nonprofits and community organizations, she won her first race for public office in 2012. Diana served three terms as State Representative for the 14th Essex District. In 2018 was elected to the State Senate.

Currently, Diana serves as the Chair of the Joint Committee on Export Development and Vice Chair of the Joint Committee on Municipalities and Regional Government, where she uses her experience as a champion for the people of Massachusetts to advocate for transparency and accountability in our halls of power.

She is running for higher office to make sure that no one — no matter their background, bank balance or zip code — receives different treatment on Beacon Hill. She will use her experience to fight for transparency and accountability for the people of Massachusetts.

Contribution Link:

Please provide a URL to your contribution page:

<https://secure.actblue.com/donate/committee-to-elect-diana-dizoglio-2>

Full Campaign Policy:

Equal Employment Opportunity, Nepotism, Harassment, and Retaliation Policy.

The Campaign is an equal opportunity employer. The Campaign believes every employee has the right to work in an environment free from unlawful discrimination as is consistent with our commitment to diversity, respect, and inclusion. Consistent with applicable federal, state and local laws, the Campaign provides all employees and applicants with equal opportunity in all aspects of the employment relationship. This includes employment decisions related to hiring, promotions, transfers, disciplinary action, termination, and training.

A. Equal Employment Opportunity

The Campaign will comply with all applicable laws prohibiting discrimination in employment. The Campaign prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, veteran status, genetic information, or any other characteristic protected by applicable law. Each office will comply with all applicable federal laws and these EEO policies, and will also comply with any additional requirements and prohibitions of applicable state and local laws. Every employee is responsible for ensuring that his or her conduct does not offend this policy. The Campaign expects every employee to act in full support of its EEO policy. By doing so, employees help to create and maintain a non-discriminatory work environment in which everyone is treated with respect. Making sure every member of our team feels comfortable in their work environment, free from all explicit or implicit discrimination, is a core value of the Campaign and every employee is required to help uphold it.

If an employee experiences or witnesses discrimination or harassment, they have a responsibility to promptly bring the issue to the Campaign's attention. (For more information about addressing such concerns, see the section below on "Reporting and Investigation Procedures.") Employees can raise such concerns without fear of reprisal or retaliation. The Campaign strictly prohibits any retaliation against an employee who in good faith reports, or provides information in an investigation of, possible discrimination or harassment. The Campaign will take action, up to and including termination, against any employee who the Campaign finds has engaged in any type of discrimination or retaliation.

B. Nepotism, Employment of Relatives and Personal Relationships

The Campaign wants to ensure that organizational practices do not create situations such as conflict of interest or favoritism. This extends to practices that involve employee hiring, promotion and transfer, and procurement decisions.

Close relatives, partners, those in a dating relationship or members of the same household are not permitted to be in positions that have a reporting responsibility to each other. Close relatives are defined as husband, wife, domestic partner, father, mother, father-in-law, mother-in-law, grandfather, grandmother, son, son-in-law, daughter, daughter-in-law, uncle, aunt,

nephew, niece, brother, sister, brother-in-law, sister-in-law, step relatives, cousins and the same types of domestic partner relatives.

If employees begin a dating relationship or become relatives, partners or members of the same household and if one party is in a supervisory position, that person is required to inform the Campaign Manager or other named campaign advisor.

The Campaign reserves the right to apply this policy to situations where there is a conflict or the potential for conflict because of the relationship between employees, even if there is no direct-reporting relationship or authority involved.

This policy also applies to contracting decisions. Family, personal, and/or romantic relationships will not prohibit contracting with a qualified vendor. However, campaign employees may not make contracting decisions related to an individual with whom there is a family, personal, and/or romantic relationship of the types described above without prior disclosure and approval by the candidate or other named campaign advisor. The candidate or designee will review the situation and determine whether to enter into a contract with the vendor in question.

Under no circumstances should employees of The Campaign initiate or participate in a significant relationship with an intern. This applies to all employees whether or not they are in a reporting relationship with the intern.

C. Harassment

Harassment Prevention

The Campaign is committed to providing a work environment that is free from prohibited harassment. Harassment is prohibited if based on an employee's race, color, religion, sex, national origin, age, disability, veteran status, genetic information, or any other status or trait protected by applicable law, or that is otherwise against our philosophy of a workplace that promotes respect for each other. As discussed in more depth below, prohibited harassment may include comments, slurs, jokes, profanity, innuendoes, cartoons, pranks, physical conduct, internet or email activity (including accessing explicit websites from Campaign computers), etc., that is

derogatory or offensive and is based on an employee's protected trait or status.

Besides being a violation of Campaign policy, discriminatory or harassing conduct also may violate applicable laws. However, even if the conduct does not violate the law, if the Campaign determines that an employee's conduct violates the Campaign's "no harassment" policy, the Campaign may take disciplinary action, up to and including termination.

Meaning of "Harassment"

Harassment is unwelcome conduct that denigrates or shows hostility or aversion toward a person because of their legally protected trait or status, if the unwelcome conduct has the purpose or effect of either unreasonably interfering with that person's work performance or creating an intimidating, hostile or offensive work environment.

Following are some examples of the types of conduct that may constitute prohibited harassment, depending on the circumstances:

- Demeaning, hostile or negative communications that are based on someone's protected status or trait, such as their race, color, sex, religion, age (40 and over), national origin, disability, etc. Examples include derogatory comments, hateful symbols, epithets, jokes, teasing, and slurs or negative stereotyping. The form of the communication does not matter (e.g., it could be written, verbal or graphic).
- Any other hostile, intimidating or threatening conduct that is directed at someone because of a protected status or trait, such as their race, color, sex, religion, age (40 and over), national origin, disability, etc.

Sexual Harassment

Sexual harassment is one form of unlawful harassment. Sexual harassment is not limited to conduct by men towards women, or by women towards men: it also can include unwelcome gender-based or sexual conduct that is directed at someone of the same sex. Sexual harassment includes any unwelcome sexual advances, requests for sexual favors, and any other verbal, visual or physical conduct of a sexual nature which meets any one of the following three criteria:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual;
- The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Prohibited sexual harassment also includes any effort by a person in authority to use his or her position or authority to control, influence or affect the career, salary, employment status, or terms and conditions of employment of any employee or prospective employee in exchange for sexual favors. No Campaign employee may state or imply to anyone that cooperation or non-cooperation of a sexual nature could have either a positive or negative effect on the person's career development or on any term or condition of employment. The Campaign also prohibits anyone from making or threatening reprisals if an individual rejects any sexual advance or other sexual conduct.

Here are some examples of conduct that may constitute prohibited sexual harassment, depending on the circumstances:

- **Unwelcome or unwanted physical advances of a sexual nature.** This includes patting, pinching, brushing up against, hugging, cornering, kissing, fondling, and any other similar physical contact unacceptable to another individual.
- **Requests or demands for sexual favors.** This includes repeated, unwanted requests for dates, subtle or blatant expectations, pressures or requests for any type of sexual favor accompanied by an implied or stated promise of preferential treatment or threat of negative consequences concerning one's employment status.
- **Verbal abuse, slurs, and jokes.** This includes oral or written comments (including via email or text message) about an individual's body or appearance – where such comments go beyond a mere compliment – including sexually oriented comments, sexual innuendoes or actions ("dirty jokes").
- **Graffiti and cartoons.** This includes demeaning or hostile written, graphic, communications (including email communications) relating to sex.

- **Threats, physical contact, pranks, vandalism.** This includes physically intimidating conduct directed at person because of the person's sex.

Reporting and Investigation Procedures

All employees have the right to be free from unlawful discrimination, harassment or retaliation by coworkers, managers or others they encounter through Campaign employment. If an employee believes they are experiencing unlawful discrimination, harassment or retaliation, they have a responsibility to immediately notify at least one of the following:

- their immediate supervisor; or
- The Campaign Manager; or
- in the event that the Campaign Manager is involved, another named campaign advisor.

Any supervisor who receives a complaint of possible discrimination, harassment or retaliation must notify the Campaign Manager or other named campaign advisor immediately. The Campaign will treat all such complaints seriously and will promptly investigate the situation. If the Campaign finds that prohibited conduct has occurred, the Campaign will take immediate and appropriate action to address the situation. Examples of appropriate action may include counseling, training, and/or taking disciplinary action, up to and including termination.

D. No Retaliation

No employee will be subjected to any form of retaliation for making a good faith complaint of possible discrimination or harassment, or for participating in an investigation of such a complaint in good faith. Any employee who believes they have suffered or witnessed any form of retaliation should report the matter immediately as described above.

Anyone who violates the Campaign's "no harassment" or "no retaliation" policy is subject to prompt disciplinary action, up to and including termination.