

Libertarian National Committee Policy Manual

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Section 7: INVOLVING GOVERNMENT REGULATORY AGENCIES IN DISPUTES

In accordance with the Platform – which calls for the abolition of all government regulatory agencies engaged in initiation of coercive force, including the Federal Election Commission, the Internal Revenue Service, the Immigration and Naturalization Service, and the Drug Enforcement Administration – it shall be the policy of the Party to consider any attempts to involve such agencies in disputes between individuals or organizations to constitute force as is used in the certification given by members of this Party. This policy does not pertain to use of government police and courts in defense against force or fraud.

Section 8: HARASSMENT AND OFFENSIVE BEHAVIOR PROHIBITION

The Libertarian Party is founded on the key principles of liberty, responsibility, and respect. With that foundation, it is to be expected that libertarians treat each other with professional respect, thoughtful consideration, and fundamental decency. Violation of this expectation by members of the Party not only risks substantial legal penalties, it also undermines the very legitimacy of the Party and the honor of its members. Violation of this expectation by members of the LNC, whether towards other LNC members or HQ staff, is therefore especially egregious. To prevent such inappropriate behavior, the following standards must be observed:

- A. All collective deprecation, whether alluding to sex, race, color, national origin, disability, age, religion, or any other protected category, must be avoided. Every person is a unique individual, and as the Libertarian Party is the Party of Individual Liberty, this injunction should doubly apply.
- B. Sexual harassment, like other forms of harassment, is prohibited. Sexual harassment includes unwelcome sexual advances, requests for sexual favors or any other conduct of a sexual nature when: (1) submission to the conduct is made either implicitly or explicitly a condition of employment; (2) submission to or rejection of the conduct is used as the basis for an employment decision affecting the harassed employee; or (3) the harassment has the purpose or effect of unreasonably interfering with the employee's work performance or creating an environment that is intimidating, hostile or offensive to the employee.

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- C. Any behavior, whether verbal or physical, that clearly offends a reasonable person – libertarian or not – must be avoided. Libertarianism is a philosophy of respect for the individual, and must not be presented as being in harmony with behavior generally regarded as offensive.
- D. Any interaction which might be interpreted as abusing the apparent employer-employee relationship must be avoided. This applies to interactions of LNC members with staff, and is to be extended to interactions with any consultant hired by the LNC.

You must exercise your own good judgment to avoid any conduct that may be perceived by others as harassment. The following conduct could constitute harassment:

- ♦ unwanted physical contact
- ♦ racial or sexual epithets
- ♦ derogatory slurs
- ♦ off-color jokes
- ♦ sexual innuendoes
- ♦ unwelcome comments about a person's body
- ♦ propositions
- ♦ leering
- ♦ unwanted prying into a person's private life
- ♦ graphic discussions about sexual matters
- ♦ suggestive behavior, sounds, gestures or objects
- ♦ threats
- ♦ derogatory posters, pictures, cartoons or drawings

As a rule of thumb, if you think it might be offensive, it probably is.

Toward ensuring that all LNC members are thoroughly familiar not only with this policy but also the ramifications of it, they must participate in a standard program of exposure to the issues raised by these concerns. The Chair is responsible to select the content of this training program, in consultation with Counsel, and participation should be arranged at the earliest practicable opportunity after the person becomes an LNC member.

Any agreement that the LNC enters into with an affiliate must stipulate that the affiliate incorporate the principles set forth in the policy.

Any violation of this policy should be brought to the attention of the Chair, or the Chairman of the Judicial Committee. In response to every

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complaint, LNC will take prompt and necessary steps to investigate the matter and will protect the individual's confidentiality, as much as possible, recognizing the need to thoroughly investigate all complaints. LNC will take corrective and preventative actions where necessary. LNC will not retaliate against any individual who in good faith brings a complaint to the attention of LNC or participates in an investigation regarding a complaint. Any employee who violates this policy is subject to discipline, up to and including discharge.

Violations of this policy may result in disciplinary action against the perpetrator including removal from the LNC.