

Proposed Bylaw Amendment
Standards of Conduct and Ethics Committee

November 11, 2021

Recent events have brought to light the need for Standards of Conduct for party members and for an Ethics Committee. The Executive Committee met in March and decided there was a need for an Ethics Committee. They formed an Ethics Advisory Committee to study and make recommendations to the Bylaws Committee to create this committee. There have been multiple reviews by the Executive and Bylaws committees making clarifications and improvements.

We hope this brief explanation will aid members of the Central Committee in understanding the proposal.

The guiding principle in forming this new committee has been to create a process that would protect the character and reputation of everyone involved when complaints of interpersonal misconduct arise in the party. The intent is to provide a safe, protected process to handle claims quickly and fairly.

To prevent misuse, the Ethics Committee would have specific and carefully limited powers. It receives complaints which must have a written and dated paper trail, it acts quickly to seek the testimony of all parties involved, it mediates a solution if possible and it makes recommendations to the Executive Committee. That is the limit of the committee's involvement. All this is done confidentially and the committee members are under obligation to hold all information in confidence.

The Executive Committee has the sole ability to make a final determination and to correct, censure or remove from office if the violation warrants such.

To do this there are three Articles in the Bylaws that need to be changed:

Article I, Section 7 creates the Standards of Conduct,

Article V, Section 3 creates the Ethics Committee,

Article IV, E, 1, g and 2, c gives the Executive Committee specific duties regarding the Ethics Committee.

We hope you will give thoughtful consideration to this proposal to strengthen and protect the party and its members.

Proposed Bylaw Amendment

Ethics Standards and Ethics Committee

November 11, 2021

Art. I (Salt Lake County Republican Party)

Section 7. Standards of Conduct

- A. All elected, appointed, hired, auxiliary, volunteer members and party candidates acting in their party functions shall conduct themselves according to the following standards.
- B. Said members shall conduct themselves with honesty, fairness, civility, respect for others and good faith.
- C. Said members shall refrain from inappropriate or derogatory language, or use of the party or party resources for personal gain.
- D. Executive officers, publicly elected officials and candidates are in the public eye and have a special responsibility to the party. They shall conduct their personal, professional and political activities with the highest degree of honesty, integrity, and morality.

Art. V (Committees)

Section 3. Ethics Committee (this is a new Section 3, and renumber)

- A. The Ethics Committee shall be a standing committee.
- B. The committee shall consist of 7 members. No members of the Executive Committee, elected officials, their staff, or candidates for elective office shall serve on the committee.
- C. Each of the six regional district chairs shall appoint one member from their district and the executive officers shall appoint one member at-large. Each appointee shall be ratified by the executive committee. Vacancies shall be filled in the same manner.
- D. Term of office shall be two years, with three members being appointed in odd years and four being appointed in even years. (Proviso: All seven shall be appointed in 2021, three for two years and four for three years, the order determined by drawing lots. This proviso to be removed after 2021.)

E. Powers and Duties

1. The committee shall elect their own chair who shall be responsible to call and chair meetings, report the committee's findings and recommendations to the executive committee. The chair may designate an acting chair if unable to attend to these duties.
2. The committee shall be the exclusive point of contact for members of the party to make reports or claims of violations of the Standards of Conduct.
3. Reports or claims shall be made in writing, signed and dated, to any member of the committee, who shall counter-sign and date the claim and provide a copy to the member making the claim.
4. The committee member shall without delay report it to the committee chair who shall call the committee to meet as soon as possible and act on the claim.
5. The committee's jurisdiction is the Standards of Conduct in the party Bylaws. The Executive Committee has jurisdiction for the rest of the Bylaws. The committee shall not deal with claims of civil or criminal law. Claimants should be encouraged to report illegal activities to appropriate authorities.
6. If it is deemed advisable, or if requested, that involved parties not interact in party functions, the committee shall advise party leadership and the party shall make available alternative contacts to avoid direct interaction.
7. The committee shall conduct private hearings, seek testimony from all parties involved and from witnesses, if possible; make findings and privately report findings and recommendations in writing to the Executive Committee in a regularly scheduled or emergency meeting in closed session.
8. The committee may mediate a solution if the matter can be resolved by a mutual written agreement between the involved parties. If so, no further action shall be taken by the committee.
9. The committee's responsibilities for any case conclude with the report to the Executive Committee. The Executive Committee has the sole power to correct, censure or remove a party member(s) from office or assignment for Standards violations. The Executive Committee shall notify the parties involved of the disposition of the case in writing. Decisions of the Executive Committee shall be final.
10. To protect the character and reputation of all persons involved, the committee shall keep all information heard or received in cases brought before them in

strict confidence. Media or other requests shall be referred to the party chair or acting party chair.

11. Any committee member who has a personal conflict of interest with any person or case brought before the committee shall recuse themselves from that case.

Art. IV (Executive Committee)

E. Powers and Duties (new 1, g and renumber) (new 2, c and renumber)

1. The Executive Committee shall:
 - g. Ratify members of the Ethics Committee;
2. The County Executive Committee may, excluding the member in question, by a 2/3 vote, with a minimum of 2/3 of the members, after establishing cause, and provided prior notice is given in the notice to an Executive Committee meeting:
 - c. Correct, censure or remove a party member(s) from office or assignment for Standards of Conduct violations: and