

**Bylaws  
of  
the Orange County Local Chapter  
of  
the Democratic Socialists of America**

*(as  
adopted on April 9, 2017  
and  
updated on May 27, 2021)*

**ARTICLE I  
NAME**

The name of the local chapter shall be the “Orange County Local Chapter of the Democratic Socialists of America.” The local chapter is referred to in these bylaws (the “Bylaws”) as the “OC Chapter.”

**ARTICLE II  
PURPOSE**

The OC Chapter is a chapter of the Democratic Socialists of America (“DSA”). The OC Chapter seeks to facilitate the transition to a truly democratic and socialist society, one in which the means and resources of production are democratically and socially controlled.

The OC Chapter rejects an economic order based solely on private profit, alienated labor, gross inequalities of wealth and power, discrimination based on race, sex, gender and other immutable qualities, and brutality and violence in defense of the status quo.

The OC Chapter envisions a humane social order based on popular control of resources and production, democratic economic planning, equitable distribution, gender and racial equality, and non oppressive relationships.

The OC Chapter’s conception of socialism is a profoundly democratic one. It is rooted in the belief that (1) human beings should be free to develop to their fullest potential, (2) public policies should be determined not by the powerful or the wealthy but through popular participation, and (3) individual liberties should be carefully safeguarded. The OC Chapter is committed to a freedom of speech that does not criminalize dissent and a freedom to organize independent trade unions, women’s groups, political parties, and other similar formations that are essential bulwarks against the dangers of an intrusive state. The OC Chapter is also committed to a freedom of religion that protects the rights of those for whom spiritual concerns are central.

We are socialists because we are developing a concrete strategy for achieving the socialist future we envision. In the present, we are building a visible socialist presence within the broad democratic left. In the long run, we will build a majority movement capable of making democratic socialism a reality in the United States. Our strategy acknowledges the class structure of the U.S. society, which creates a fundamental conflict of interest between those small segments of society with enormous economic power and the vast majority of the population.

## **ARTICLE III MEMBERSHIP**

**Section 3.1 Membership.** Members of the OC Chapter (“Members”) will be those individuals (a) whose dues to DSA are paid in full and (b) who reside and/or work in the geographical area represented by the zip codes set forth on Schedule I hereto (such area is referred to herein as “Orange County”) according to DSA’s records.

**Section 3.2 Responsibilities of Members.** It shall be the responsibility of Members, among other responsibilities set forth elsewhere in these Bylaws, to:

- (a) elect the officers of the OC Chapter;
- (b) elect the members of the Steering Committee (as such term is defined below)
- (c) elect delegates to the annual national convention of DSA
- (d) vote on matters related to national policy of DSA, as provided by DSA; and
- (e) make recommendations on issues and other matters to the National Political Committee of DSA.

**Section 3.3 Removal of Members.** If a Member is found to be (a) in substantial disagreement with the principles or policies of DSA or (b) consistently engaging in undemocratic or disruptive behavior, the OC Chapter may vote to expel such Member from DSA. Before any Member may be expelled from DSA pursuant to the foregoing provision, (i) another Member must formally proffer written charges alleging that such Member has engaged in the activities described in subclauses (a) or (b) above to the Steering Committee, (ii) the Steering Committee must set a meeting of Members pursuant to Article IV hereof for deliberations on the charges, (iii) the accused Member must receive a copy of the written charges and notice of the meeting where such charges will be deliberated at least four (4) weeks prior to such meeting, (iv) if the accused Member provides a written response to the charges to the Steering Committee at least two (2) weeks prior to such meeting, the Steering Committee must provide such written response to the Members, and (v) two-thirds of Members present at such meeting must vote to expel such Member. An expelled full member may appeal to the National Political Committee of DSA.

**Section 3.4 Dues.** The OC Chapter may establish a local pledge system of voluntary donations from Members to fund its operations.

## **ARTICLE IV MEETINGS OF MEMBERS**

### **Section 4.1 Annual Meeting.**

(a) The OC Chapter will hold an annual meeting of Members (“Annual Meeting”) each year at a time and location in Orange County, California to be determined by the Executive Committee, but no later than one year from the previous Annual Meeting, to (i) elect officers of the OC Chapter, (ii) elect members of the Executive Committee and (iii) act upon any other matters as may be determined by the Executive Committee or otherwise properly raised by Members at the Annual Meeting.

In the discretion of the Executive Committee, Annual Meetings may also include informational updates on the various activities of the OC Chapter, educational presentations, meetings of Ad Hoc Committees

(as such term is defined below) and any other activities as may be determined by the Executive Committee.

(b) All candidates will be given the opportunity to address the Members before the vote. Secretary will collect candidate statements and distribute them to Members two (2) weeks before the annual meeting. Chair must add thirty (30) minutes dedicated to candidate statements to the agenda of the Annual Meeting if there are thirty (30) or fewer candidates. This speaking time will be apportioned evenly among all candidates.

(c) Executive Committee must schedule a Candidate Forum if the number of candidates exceeds thirty (30). The Candidate Forum will be scheduled no sooner than four (4) weeks before or no later than two (2) weeks before the Annual Meeting. The purpose of the forum is to allow candidates to address Membership directly. The length of the forum will be set such that each candidate is given at least a minute to speak. All candidates will be given equal time.

(d) In the event an Annual Meeting has not been held within twelve (12) months of the last Annual Meeting: (i) any Member(s) that obtain the written consent of 10% or more of all Members (which written consent can be provided in electronic form by a Member from the email address that is associated with such Member in the records of the OC Chapter) shall have the sole authority to organize and hold an Annual Meeting, including determining the location, date and time of such Annual Meeting and providing notice thereof in accordance with this Article IV, for a period of three (3) months from the date on which such written consents are submitted to the Secretary; and (ii) during such three (3) month period, the Steering Committee shall not be permitted to hold an Annual Meeting.

**Section 4.2 General Meetings.** In addition to the Annual Meeting, the OC Chapter will hold at least five additional meetings of Members (“General Meetings”) each year, at such times and locations in Orange County, California as may be determined by the Steering Committee, to act upon any matters as may be determined by the Steering Committee or otherwise properly raised by Members at such General Meeting. In the discretion of the Steering Committee, General Meetings may also include informational updates on the various activities of the OC Chapter, educational presentations, meetings of Ad Hoc Committees (as such term is defined below) and any other activities as may be determined by the Steering Committee.

**Section 4.3 Meeting Procedures.** Except as otherwise set forth in these Bylaws, all Annual Meetings and Regular Meetings shall be conducted in accordance with the rules set forth in Robert’s Rules of Order, Newly Revised.

**Section 4.4 Quorum.** Members in attendance, no fewer than four-fifths (4/5) of the average number of members in attendance at each of the three (3) preceding General meetings, and no fewer than ten (10), shall constitute a quorum. At a meeting at which a quorum was initially present, Members may continue to transact business, regardless of how many Members withdraw from such meeting, if the action is approved by at least a majority of the Members constituting the quorum required for such meeting.

**Section 4.5 Notices.**

(a) The Steering committee shall notify Members of each Annual Meeting and General Meeting at least fourteen (14) days prior to the date of such meeting. Such notice shall include: (i) the date, time and location of such meeting; (ii) a description of any business to be conducted or any matters to be voted upon at such meeting; and (iii) a copy of the agenda for such meeting.

- (b) In order to facilitate the provision of notice, each Member shall provide the Secretary of the OC Chapter with his or her e-mail address. Delivery of the information set forth in Section 4.5(a) hereof to such e-mail address shall constitute notice for the purposes of this Article IV. Notwithstanding the foregoing, a Member who does not use e-mail may provide the Secretary with a physical address, and delivery of the information set forth in Section 4.5(a) hereof to such physical address shall constitute notice for the purposes of this Article IV.

## **ARTICLE V OFFICERS**

**Section 5. Officers.** The officers of the OC Chapter will be a Chair, Vice Chair, Secretary and Treasurer.

**Section 5.2 Term.** The term of office for each officer shall be one (1) year. Each such term shall commence on 1st of the month following the election each year and shall run until the later of (i) one year and (ii) such time as the officer's successor has been properly elected pursuant to these Bylaws.

### **Section 5.3 Vacancies.**

- (a) In event of a vacancy in the office of Chair, Vice Chair will assume the office of Chair and relinquish the office of Vice Chair.
- (b) In the event of a vacancy in any other officer seat, the Executive Committee will (i) appoint a temporary replacement pending a special election to elect an interim replacement, (ii) add special election voting to the agenda of the next General Meeting (iii) distribute a request for nominations and candidate statements to Members (iv) collect candidate statements and distribute them no later than two (2) weeks before the vote. The temporary replacement will serve for three (3) months or until their replacement is properly elected whichever is soonest. The interim replacement will serve until the start of the term of their replacement that has been properly elected at the next Annual Meeting.
- (c) In the event of a vacancy of an Elected Executive Committee seat, an interim replacement will be elected by a special election to take place at the next General Meeting or Annual Meeting that is at least two weeks away. The interim replacement will serve until their replacement is properly elected at the next Annual Meeting. If the replacement is elected at an Annual Meeting, then this replacement is the new permanent seat holder.

### **Section 5.4 Chair.**

- (a) The Chair will be the chief executive officer of the OC Chapter. She or he will preside over Annual Meetings, General Meetings and meetings of the Steering Committee or will appoint a substitute to assume the powers and duties of the presiding officer as specified in Robert's Rules of Order, Newly Revised. The Chair will enact the policies set by the Steering Committee or Members at Annual Meetings or General Meetings. In the event that the Chair is unable to perform her or his duties for any event, the Vice Chair will serve as replacement.
- (b) The Chair will be responsible for coordinating the day-to-day operations and political work of the Ad Hoc Committees and local Youth Branches (as such term is defined below).
- (c) The Chair will report to Members at Annual Meetings and General Meetings on the business transacted at the most recent Steering Committee meeting.
- (d) The Chair, in his or her sole discretion, may delegate any or all of the duties of the Chair to the

Vice Chair as necessary to carry them out.

**Section 5.5 Secretary.**

- (a) The Secretary will be responsible for answering all correspondence and queries to the OC Chapter and for maintaining an up-to-date list of Members. She or he will insure effective communication with DSA. She or he will temporarily assume the responsibilities of the Chair, if the Vice Chair is unable to do so.
- (b) The Secretary will be responsible also for recording the minutes of all Annual Meetings, General Meetings and Steering Committee meetings and shall retain such minutes (as well as the resolutions, reports and other official records of the OC Chapter) in his or her custody. The Secretary shall distribute the minutes of such meetings to the Members as soon as practicable after such meetings. The Secretary shall transfer such official records, including, without limitation, minutes of meetings and the list of Members, to his or her successor in good condition.
- (c) The Secretary shall be the head of any Media Committee formed pursuant to Article VIII of these Bylaws and, with the assistance of such Media Committee, act as the public spokesperson for the OC Chapter.

**Section 5.6 Treasurer.** The Treasurer will be responsible for the funds and financial records of the OC Chapter. All funds collected by the OC Chapter will be turned over to the Treasurer, who shall deposit them in a bank account under the name of the OC Chapter. In cooperation with the Secretary, the Treasurer will be responsible for insuring that local membership dues are paid up-to-date. The Treasurer will prepare the annual budget of the OC Chapter and deliver a financial report for the OC Chapter at each Annual Meeting, as well as other periodic progress reports as requested by the Steering Committee.

**Section 5.7 Additional Duties of Officers.** The Steering Committee may assign additional temporary duties to an officer of the OC Chapter, provided, that, such assignments do not conflict with the designation of responsibilities outlined in these Bylaws.

**ARTICLE VI  
STEERING COMMITTEE**

**Section 6.1 Composition.** The Steering Committee of the OC Chapter (the “Steering Committee”) will be composed of:

- (a) The Chair, the Vice Chair, the Secretary and the Treasurer;
- (b) The Chairs of the three (3) Local Youth Sections (as such term is defined below) that have the highest number of Members among Local Youth Sections (such members of the Steering Committee who are deemed to be members pursuant to Sections 6.1(a) and (b), the “Ex Officio Members”);
- (c) The female nominee for the Steering Committee that receives the highest vote total among female nominees at the applicable Annual Meeting;
- (d) The nominee for the Steering Committee who is a member of a minority group in the United States and receives the highest vote total among such minority nominees at the applicable Annual Meeting; and
- (e) Seven other nominees for the Steering Committee who received the highest vote total at the

applicable Annual Meeting, excluding those nominees who will become members of the Steering Committee pursuant to Sections 6.1(c) and (d) hereof (such members of the Steering Committee who were elected pursuant to Sections 6.1(c), (d) and (e), the “Elected Members”).

**Section 6.2 Term.** Each Ex Officio Member shall serve on the Executive Committee for so long as such Ex Officio Member holds the applicable office pursuant to which he or she is a member of the Executive Committee. The term of each Elected Member shall commence on 1st of the month following the election each year and shall run until the later of (i) one year and (ii) such time as the officer’s successor has been properly elected pursuant to these Bylaws.

**Section 6.3 Duties.** The Steering Committee shall:

- (a) Administer the affairs of the OC Chapter and oversee the implementation of the decisions of the Members at Annual Meetings and General Meetings;
- (b) Propose policies to the Members to be voted upon at Annual Meetings and General Meetings, in its discretion;
- (c) Receive reports of any Committee or Local Youth Section as it shall reasonably request;
- (d) Advise Committees and Local Youth Sections on their policies and activities; (e) Organize Annual Meetings and General Meetings in accordance with these Bylaws; (f) Establish program activities for the OC Chapter; and
- (g) Act on OC Chapter’s behalf between Annual Meetings and General Meetings.

**Section 6.4 Meetings.** The meetings of the Steering Committee will be held at the call of the Chair at such intervals as may be determined by the Steering Committee. All members of the Steering Committee must be given four (4) days’ advance notice of regular Steering Committee meetings pursuant to Section 4.5; provided, however, that under special emergency circumstances (as determined by the Chair) a meeting of the Steering Committee may be held upon twenty-four (24) hours’ advanced notice.

**Section 6.5 Quorum.** A quorum of not less than half of the Steering Committee then in office is required for the transaction of Steering Committee business.

## **ARTICLE VII LOCAL YOUTH SECTIONS**

Subgroups of the OC Chapter consisting of at least five (5) Members in good standing with DSA may be established on college or high school campuses in Orange County by students (such subgroups, the “Local Youth Sections”).

## **ARTICLE VIII COMMITTEES**

**Section 8.1 Formation.** Ad hoc committees of the OC Chapter (“Ad Hoc Committees”) may be established by a vote of Members at any Annual Meeting or General Meeting or by the Steering Committee.

**Section 8.2 Duration.** Ad Hoc Committees will exist for such term as has been authorized by Members or the Steering Committee, as applicable, in connection with their formation pursuant to Section 8.1, unless such Ad Hoc Committee is earlier dissolved by a vote of the Members at any Annual Meeting

or General Meeting.

**Section 8.3 Duties.** Ad Hoc Committees will engage in such activities and shall have such duties as may be authorized by Members or the Steering Committee, as applicable, in connection with their formation pursuant to Section 8.1.

**Section 8.4 Membership.** Membership in Ad Hoc Committees shall be open to all Members.

**Section 8.5 Chairs.** A Chair will be elected at the formation of the committee by a plurality vote of members of the Ad Hoc Committee. The term for Chair will be one year, unless no replacement steps forward and the Chair is willing to continue for a consecutive term. The Chair will: (i) organize official channels of communication for all members of the Ad Hoc Committee, (ii) organize regular meetings between members of the Ad Hoc Committee, (iii) keep, retain, and transmit in good condition to their successor, minutes of each official meeting, and (iv) issue reports to Members at Annual Meetings and General Meetings on the business conducted at the most recent Ad Hoc Committee meetings.

## **ARTICLE IX DELEGATES TO NATIONAL**

Delegates and alternate delegates of the OC Chapter to the DSA National Convention will be elected by Members at an Annual Meeting or General Meeting. Elections for OC Chapters' delegates and alternate delegates to the DSA National Convention shall be held on the schedule announced by DSA.

## **ARTICLE X PROHIBITED ACTIVITY**

The OC Chapter shall not engage in activity prohibited by (i) the Internal Revenue Service guidelines established for 501(c)4 organizations or similar rules established by the State of California; or (ii) resolutions adopted at the DSA National Convention or by DSA's National Political Committee.

## **ARTICLE XI NOMINATIONS AND RECALLS**

**Section 11.1 Nominations Committee.** A three-person Nominations Committee shall be established at least one (1) month prior to every Annual Meeting by vote of Members at a General Meeting. The Nominations Committee shall solicit and receive nominations for the positions to be elected pursuant to Section 11.2.

**Section 11.2 Nominations Process.** Nominations for officers, Elected Members and delegates and alternate delegates to the DSA National Convention shall be opened 10 days before each Annual Meeting and closed at such Annual Meeting. The call for nominations shall be announced to the Members at least thirty (30) days in advance of such Annual Meeting.

**Section 11.3 Uncontested Positions.** If a position is uncontested, the nominee will be declared elected by acclamation.

**Section 11.4 Removal of Officers.**

(a) The permanent removal of an Officer may be initiated by either a majority vote of the Executive Committee only if the Officer is found to not be meeting their official responsibilities, or by the gathering the signatures of 10% of active chapter membership.

(b) The Officer is immediately provisionally removed when the Executive Committee votes to initiate the removal process. The Officer is reinstated when the vote for removal fails.

(c) Once removal is initiated, (i) the Executive Committee must set a meeting of Members pursuant to Article IV hereof, (ii) the Officer must receive formal notice of the initiation of removal four (4) weeks in advance of such meeting, (iii) if the Officer provides a written response to the Executive Committee at least two (2) weeks prior to said meeting, the Executive Committee must provide this statement to Members, and (iv) three-fifths present at such a meeting must vote to permanently remove such Officer.

## **ARTICLE XII AMENDMENTS**

Proposed amendments to these Bylaws must be made by written resolution, endorsed by five Members, and submitted to the Steering Committee at least one (1) month in advance of any Annual Meeting or General Meeting. After receiving a proposed amendment, the Steering Committee shall provide the Members notice, which shall include the content of the proposed amendments, at least two (2) weeks prior to the next Annual Meeting or General Meeting. Any amendment to the Bylaws must be approved by a majority vote of Members at two consecutive meetings of Members, whether Annual Meetings or General Meetings.

## **ARTICLE XIII HARASSMENT GRIEVANCE PROCEDURES**

**Section 13.1 Scope.** This Harassment Grievance Procedure applies to all DSA venues in which members of the OC Chapter communicate, both in person and online. This includes but is not limited to DSA national conventions, OC Chapter meetings, DSA national and local communication platforms (including but not limited to Rocket Chat dsausa.chat, social media platforms and groups, virtual meeting platforms, and e-mail), any DSA specific communication platforms set up for working groups, sections, or initiatives, as well as all OC Chapter in person meetings and OC Chapter virtual communication platforms.

**Section 13.2 Prohibited Behavior.** Members of the OC Chapter shall not engage in any harassment or discrimination relating, but not limited to, sex, gender, gender identity or expression, sexual orientation, physical appearance, disability, race, color, religion, national origin, class, age, or profession. Behavior including, but not limited to, harassing or abusive behavior, unwelcome attention, inappropriate or offensive remarks, slurs, jokes, physical or verbal intimidation, stalking, inappropriate physical contact or proximity, or other verbal or physical conduct constitute harassment or discrimination when:

(a) Such conduct is prohibited either explicitly or implicitly by a term or condition of a member's continued affiliation with the DSA.

(b) Submission or rejection of such conduct by a member is used as the basis for organizational decisions affecting said member; or

(c) Such conduct has the purpose or effect of creating a hostile environment interfering with an members capacity to organize within the DSA. Harassment or discrimination of any other type not



specified will be evaluated during the complaint process.

**Section 13.3 Reporting Harassment.** Members of the OC Chapter may file complaints to a Harassment Grievance Representative of the OC Chapter pursuant to the standard complaint process of the DSA, outlined herein, should said member feel harassed in any way by another member. There shall be no time limits on the ability of the complainant to file a complaint after the alleged harassment has occurred.

**Section 13.4 Harassment Grievance Representatives.**

(a) Harassment Grievance Representatives (hereinafter referred to as HGR) handle harassment complaints and serve as an intermediary between the complainant and accused. Written complaints may be filed to an HGR via a confidential e-mail as outlined in subsection c, ii, or in other official communication channels.

(b) The OC Chapter shall select three members of the OC Chapter to act as HGRs for a term of one year, unless no replacement steps forward and the current is willing to continue for a consecutive term. At least two HGRs shall be non-cisgender men. No more than one cisgender man may serve as an HGR at any given time.

(c) Harassment Grievance Representatives are responsible for: (i) Responding to all complaints promptly, and follow the procedures as outlined throughout Article XIII, to the best of their ability. (ii) Creating, maintaining, managing access solely to the HGR(s), and ensuring the privacy of a confidential email address to act as a “hotline”, which members of the OC Chapter may confidentially file harassment complaints. (iii) Developing template forms both for reporting and responding to accusations of harassment that conform to the DSA’s requirements, as well as template forms for appeals.

(d) Any member of the OC Chapter, including other acting HGRs, may request a vote to remove a HGR who fails to uphold these responsibilities. The member shall submit a written statement specifying the manner in which the HGR in question failed to uphold their responsibilities in order to initiate a vote for removal.

**Section 13.5 Harassment Report Process and Timeline:** After a written complaint of harassment has been submitted, whether through the confidential HGR email “hotline” or otherwise, the following process steps will be initiated.

(a) The HGR(s) responsible for the reporting channel through which the complaint was filed shall, within seven days of receipt, notify the accused member a complaint has been filed against them and request a written response to the complaint either affirming or denying its substance.

(b) HGR(s) may recommend that parties do not contact each other for the duration of the investigative process

(c) The accused member shall submit a written response to the complaint within seven days of initial notification. If the accused member does not submit a response by this deadline, the HGR will move to take appropriate disciplinary action.

(d) If the accused denies the substance of the complaint, the complaint will be marked disputed and the HGR handling the dispute shall have the option to investigate the dispute with the utmost respect for confidentiality of parties involved, actions of investigation may include:

- (i) Interviewing other members with direct knowledge of the substance of the complaint;
- (ii) Requesting documentation from the complainant, accused, or any other parties directly involved; and
- (iii) Employing any and all other means deemed necessary, within a time period not to exceed ten

days.

(e) The HGR responsible for adjudicating the dispute will, to the best of their ability, determine whether the complaint is conclusive. If necessary, the HGR shall determine appropriate disciplinary action as soon as practicable, but no later than thirty days after the initial complaint was filed. This is to ensure the timely, efficient, accurate, and discreet adjudication of all reports.

(f) The HGR(s) may notify any regional and/or national DSA Harassment Grievance Officers(s) of the complainants report and its substance at any time after the report is filed, however the HGR(s) must provide written notice to both the complainant and the accused before doing so.

(g) Members of the DSA who file a complaint via the DSA National Grievance Procedure against a member of the OC Chapter are encouraged, however not obligated, to report their complaint to a OC Chapter HGR as well, so that appropriate action may be taken. The OC Chapter will not share the details of any complaint with another body of the DSA without providing written notice to both the complainant and accused before doing so.

(h) If, at any time, the OC Chapter has one or more HGR positions vacant, the HGR(s) shall not proceed with the harassment grievance procedures until such time that all HGR positions are filled. Instead, complaints will be forwarded to the Regional or National DSA Harassment Grievance Officers(s), however the HGR(s) must provide written notice to the member who filed the complaint.

**Section 13.6 Responsibilities of Harassment Grievance Representatives.** HGRs will fulfill the following duties in addition to duties as outlined in Section 3, subsection c:

(a) Receive, acknowledge receipt of, and archive complaints.

(b) Notify accused of complaints, request written response, and archive any written responses.

(c) Conduct necessary investigations of complaints; and

(d) Collectively and unanimously elect to carry out disciplinary action, when it is deemed necessary.

(e) Compile a yearly report that details:

(i) The number of harassment complaints that were filed. 2. The number of complaints that were conclusive to enact the disciplinary process. 3. The number of disciplinary actions were taken.

(ii) Recommended changes and feedback to make the procedure more effective.

(f) Ensure the report does not include personally identifying information of any parties in any dispute.

The HGR(s) of the OC Chapter will send the yearly report to the local DSA Harassment Grievance Officers(s), and to all members of the the OC Chapter than January 1 of the new year.

### **Section 13.7 Remedies and Penalties.**

(a) All complaints will be assessed on a case-by-case basis by the HGR(s). The ultimate disposition of each complaint will be made by a unanimous decision of HGRs of the OC Chapter. (b) The HGRs of the OC Chapter shall define a complaint report credible if it is determined conclusive in that allegations and factual evidence of occurrence outweighs any evidence to the contrary. (c) If a complaint report is conclusive and defined credible, the HGRs are authorized to carry out the following actions for remedies and penalties:

(i) A formal discussion between the accused and the HGRs to develop a plan to change the harassing behavior(s).

(ii) Suspension from meetings or organizational events of the OC Chapter. (iii) Removal from working group(s) of the OC Chapter. (iv) Removal from the OC Chapter; and (v) Any other actions deemed necessary and just by the chapter or national leadership.

(d) The appropriate actions will be determined by, among other things:

- (i) The request of the complainant
  - (ii) The severity of the offense
  - (iii) The response of the accused; and
  - (iv) The accused’s relevant behavioral histories
- (e) Either party may appeal the actions determined by the HGRs. Appeal may be filed via appellate form created by the HGRs. Appeals must be filed within thirty days of receiving written notice of the HGRs’ decision, and will be forwarded to the local or national DSA Harassment Grievance Officers. The limited grounds for appeal are:
- (i) Either party believes the behavior was not interpreted using the standards for harassment set out in Section 1, subsection a.
  - (ii) Either party believes procedural errors, misconduct, or conflicts of interest affected the fairness of the outcome.
  - (iii) Either party believes the remedy or penalty determined by the HGRs was grossly disproportionate to the violation committed.
- (f) Retaliation is prohibited against any individual who files a complaint of harassment or discrimination pursuant to the procedure outlined here in Article XIII. Retaliation is also prohibited against individual(s) who assist with a complaint, or participates in any manner in an investigation or resolution of a complaint. Retaliatory behaviors include but are not limited to threats, intimidation, reprisals, or adverse actions related to organizing. If any party to the complaint believes there has been retaliation, they may inform the HGR to determine whether the retaliation shall factor into the original complaint, or to require treatment as a separate complaint to be handled via the procedures as outlined here in Article XIII.

**SCHEDULE I  
ORANGE COUNTY ZIP CODES**

90620	92646	92704	92867
90621	92647	92705	92868
90623	92648	92706	92869
D90630	92649	92707	92870
90680	92651	92708	92886
90720	92653	92780	92887
90740	92654	92782	
90742	92655	92801	
90743	92656	92802	
92530	92657	92803	
92602	92660	92804	
92603	92661	92805	
92604	92662	92806	

92605	92663	92807	
92606	92672	92808	
92607	92673	92815	
92610	92674	92822	
92612	92675	92823	
92614	92676	92831	
92615	92677	92832	
92617	92678	92833	
92618	92679	92835	
92620	92683	92840	
92624	92688	92841	
92625	92691	92843	
92626	92692	92844	
92627	92694	92845	
92629	92697	92861	
92630	92701	92865	
92637	92703	92866	