General Resolution

GR1: Disclosure of Chapter HGO Reports

Unity Version

Sponsors: Adam M and Richard R

WHEREAS, DSA is committed to creating a space that is welcoming and inclusive to members of all genders, races, and classes. To ensure that everyone is able to organize without fear of harassment, abuse, or harm, DSA adopted a Harassment and Grievance Policy through its Resolution 33 which the 2017 DSA National Convention passed.

WHEREAS, pursuant to the National Resolution 33, the Metro DC Chapter adopted its own Harassment and Grievance Policy in 2017. See 2017-10 Resolution 2 here.

WHEREAS, through this program of offering a grievance procedure to all participants in Chapter programs, administered by our Chapter and National Harassment and Grievance Officers (HGOs), our Chapter expresses its commitment to assuring that everyone is welcome at all Chapter activities.

WHEREAS, both the National and Chapter Harassment and Grievance Policies require HGOs to make annual reports. See National Resolution 33, Section 2(d)(iv) which states that HGOs will:

iv. Compile a yearly report that details:

1. *How many reports were made*
2. *How many were taken to the disciplinary process*
3. *How many disciplinary actions were taken*
4. *Any recommended changes for making the reporting system more effective*

This report will not include personally identifying information [PII] of any parties in any dispute. The local HGO(s) will send the yearly report to the national HGO(s) no later than January 1 of the new year.

See also, Chapter Resolution 17-10-R02, Sections 2(4)(6) and (7) which state that HGOs shall:

6. *Compile a yearly report that details:*

1. *How many reports were made*
2. *How many were taken to the disciplinary process*
3. *How many disciplinary actions were taken*
4. *Any recommended changes for making the reporting system more effective*

7. This report will not include personally identifying information of any parties in any dispute. In accordance with Resolution 33, passed at the 2017 DSA National Convention, the local HGO(s) will send the yearly report to the national HGO(s) no later than January 1 of the new year.

WHEREAS, the process of making Annual Reports is necessary to evaluate the effectiveness of our HGO

program. As a democratic organization, HGO Annual Reports need to provide effective information in order for the Chapter to determine if the HGO program is functioning properly, and if any changes are needed to effectuate our commitment to assuring that everyone can participate in Chapter programs without harassment, abuse or harm. It is the essence of praxis that we evaluate our activities with an eye toward looking for ways to improve our future actions.

Metro DC DSA 2022 GR 1 on HGO Reports

Unity Version

WHEREAS, the Metro DC Chapter of the Democratic Socialists of America seeks to maintain the privacy of our members seeking to make use of the Harassment and Grievance Policy and encourage its use where needed.

WHEREAS, the National HGO has published three annual reports, for 2018-19, 2019-20, and 2020-21 and made them available to the public through the National web page. Before the 2020-21 annual report was finalized, the National web page disclosed that it was not yet finalized. The publicly available National HGO reports exemplify how an HGO program can make informative reports without disclosing any PII.

WHEREAS, information required for the Annual Report to National HGO should be supplemented to provide greater context with which to judge the efficacy of the process.

WHEREAS, the Steering Committee of Metro DC DSA is a representative body and is positioned to review the efficacy of the Harassment and Grievance process and chapter HGOs, maintain appropriate confidentiality and assess the suitability of posting the Chapter's Annual HGO reports on the Chapter's web page.

THEREFORE BE IT RESOLVED, that:

1. It is the policy of this Chapter to have HGOs draft an Annual Report to include:
    a. *How many times HGOs were contacted by individuals looking to submit a Grievance Report.*
        i. *The average time before initial response by an HGO,*
        ii. *The longest time before initial response by an HGO,*
        iii. *What questions were asked by individuals looking to have a process question answered.*
    b. *How many of of these contacts resulted in an HGO report to Steering, for disciplinary process*
        i. *Reasons other contacts did not proceed into investigation/disciplinary status (non-contact; decision by complainant not to pursue)*
    c. *How many disciplinary actions were taken by Steering*
    d. *Any recommended changes for making the Grievance and Conflict Resolution processes more effective*
    e. *Any contextual information the HGOs believe would be helpful to understanding their Annual Report or the HGO process.*
    f. *Provided that no HGO Annual Report will include any personally identifiable information (PII).*
2. The Annual Report shall be submitted by the HGOs to Steering, no less than 3 days prior to the second Steering meeting of the year
3. HGOs and Steering Committee shall meet to discuss the Annual Report, either during a regularly occurring Steering Committee meeting or as a stand alone meeting with the HGOs. This meeting may be conducted in Executive Session as determined by Steering.

4. The Steering Committee will adopt, by its third meeting of the year, a minuted resolution whether the previous year's HGO Annual Report, or a portion thereof, should be posted on the Chapter's

public web page on the Harassment and Grievance Policy.

5. For years from 2017 through 2022, the HGOs will provide their annual reports to the Steering Committee by December 31, 2023. Steering Committee will decide by the second Steering Committee meeting of the 2024, in a minuted resolution whether those reports or portions thereof should be so posted.

6. In the event that the Chapter HGOs are unable to provide any information required for the 2017-2022 Annual Reports, then the Chapter shall request from the National HGO all information submitted on behalf of the Chapter for 2017-2022.