

Key Leg. Elements of Election Office & Worker Protection from Insider/Outsider Threats

Election workers, officials and offices are under attack, both directly through harassment and threats, and through the election or appointment of election administrators who do not believe in or seek to undermine fair elections. We actively support federal and state legislation to address these threats by closing gaps in law and providing funding.

In addition to vital state work, action is needed in some states at the county level to provide adequate protections before the 2024 election. Ideally, legislation to protect election workers and offices from outside and insider threats should:

- A) [Increase protections for election workers from intimidation, harassment & assault](#)
 - a) Ensure election workers are protected from harassment throughout the election process including during hiring, training, early voting, Election Day, canvass, audits, certification, and recounts, or occurring as a result of having discharged official duties, but [not to the point of making it difficult to remove disruptive temp workers](#).
 - b) [Penalties](#) – criminal or civil to be an adequate deterrent
 - i) Type of penalties vary based on state/community. Our goal is to provide options and ensure there is a civil remedy option where possible.
- B) [Protection of election worker personal information](#) (address/phone/email) – addition to protected data lists in states that have them for domestic violence survivors or others.
 - a) Prohibiting sharing this information with the intent to intimidate.
 - b) Ensure election workers are or can be included upon request in existing data confidentiality programs, such as those for survivors of domestic violence
- C) [Putting best practice into law to prohibit inappropriate access and sharing of election equipment](#), systems, software or data by staff, contractors or vendors where not already prohibited (excluding the voter data regularly shared in states for voter contact).
 - a) Ideally while protecting bonafide whistleblowers and experts invited in for legitimate legal purposes by election officials/ appropriate authority.
- D) Increase funding for elections where possible, including funding for:
 - a) Implementation & enforcement
 - b) Equipment and security upgrades
 - c) Protection of election official/worker personal data if they deem necessary
 - d) Election official and worker training, staffing and administrative support.
 - e) Voter outreach, communication and education

(over)

What model bills should NOT include:

- Increased restrictions on voting
- Vague definitions of crimes against election workers that could be used to criminalize observers or bonafide whistleblowers (e.g. boisterous behavior in definition of disorderly conduct, be very careful about adding felonies or long jail terms that could be misapplied).