SAN ANTONIO DSA

San Antonio DSA Code Of Conduct

Preamble

San Antonio DSA is committed to the expansion and longevity of the socialist movement through the development of the political and organizational capacities of its socialist organizers. As such, we strive to create a culture deeply invested in our organizers' mental and emotional health through honest, principled, and transparent political engagements.

Article 1: Solidarity

1. We will use welcoming and inclusive language.

2. We will avoid making assumptions about identity or experience.

3. We will endeavor to ensure the political development of our comrades by, amongst other things, making our spaces accessible to the masses.

4. We will orientate our political struggle to the interests of the socialist movement.

5. We will remember that no one individual is the movement, and take responsibility for the collective experience of our comrades–even when engaging in the political struggle does not affect our own personal interest.

6. We will always acknowledge and validate the experiences of our comrades even, and especially, when they diverge from our own.

7. We will not participate in undemocratic behavior. We will acknowledge our shared responsibility in creating change and avoid acting in opposition to the democratic will of the chapter.

8. We will avoid the impulse to separate the political from the social.We will strive to normalize political struggle in our everyday lives and we will endeavour to intentionally politicize the social spaces we inhabit.

9. We will work to create a chapter that is active, inclusive, and accessible. We will stand in solidarity with one another and engage in political work to the extent that our capacity allows us.

Article 2: Political Debate

1. We will not accept demeaning, discriminatory, or harassing speech or behavior during disagreements.

2. We will prioritize radical honesty, critical respect, and principled political struggle as a tool to build solidarity not just to avoid conflict.
    a. We will be honest and transparent about political stances and allegiances.
    b. We will help one another grow and become better comrades and people.
    c. We will strive to always be forthcoming with what we are doing, and planning to do politically at any given moment.

3. We will always bear in mind that people are not fighting for ideas, but rather, to win material benefits. Therefore, we should prioritize strategic assessments over disputes about inflexible ideologies or dogmas.

4. We will not overstate differences for the sake of creating political division.

5. We will endeavor to prioritize building consensus to the extent that it is possible and avoid underhanded schemes and maneuvers that undermine our comrades' ability to properly debate their ideas.

Article 3: Criticism

1. We commit to being open-minded to our comrade's concerns and criticisms; Engaging in open discussion with our comrades when issues arise.

2. We will not indulge in the public sharing of unsubstantiated rumors, or irresponsible public criticism that prioritizes one's own opinions while not advancing political struggle.

3. We will not indulge in personal attacks, pick fights, or seek revenge. Nor engage our comrades with condescension, intimidation, or dismissiveness.

4. We will not overstate harm when experiencing the unfamiliar communication styles of comrades grounded in different lived experiences and diverse economic and cultural backgrounds.

5. We will agree to be called-in when we do harm. We will strive to call-in our comrades for unacceptable behavior in ways that hold them accountable.

6. We will resolve conflicts through deescalation and mediation, offering to help others act better in the future and facilitating their reconciliation with those aggrieved.

7. Where these methods are insufficient, grievances will be handled through the Grievance Procedure as outlined in Article 3, Section 4 of the Local Bylaws.

Article 4: Harm

1. We will obtain explicit consent for all forms of personal contact and communication, including when sharing personal information, photographs, or information about event attendees.

2. We will acknowledge and be held accountable for harm.

3. We will not engage in nor tolerate any harassment or discrimination relating, but not limited to, sex, gender, gender identity or expression, sexual orientation, physical appearance, age, disability, race, color, national origin, religion, class, or any profession that is not law enforcement.

4. We will not tolerate nor make unwelcome, offensive, or derogatory remarks, jokes or slurs.

5. We will not tolerate nor engage in intimidation, harassment, or stalking of anyone.

6. We will not engage in nor tolerate abusive verbal or physical conduct.

7. Any of the following actions described above constitute discrimination or harassment when such conduct creates a hostile environment, interferes with members well-being or capacity to organize within San Antonio DSA, or is recurrent and/or on-going. Discrimination or harassment will be handled through the Grievance Procedure as outlined in Article 3, Section 4 of the Local Bylaws.

8. San Antonio DSA prioritizes marginalized people's safety over privileged people's comfort. This means we will not act on complaints regarding the following:
    a. "Reverse"-isms, including "reverse racism," "reverse sexism," and "cisphobia."
    b. Criticism for racist, sexist, cissexist, or otherwise oppressive behavior or assumptions.
    c. Reasonable communication of boundaries, such as "leave me alone," "go away," or "I'm not discussing this with you."
    d. Communicating in a *tone* someone does not find agreeable.

Postscript

Members of San Antonio DSA and guests in our spaces must adhere to and uphold this Code of Conduct so that we can build a healthy, safe, and sustainable community. Any activity that creates a hostile environment, even if not described above, is a breach of the Code of Conduct.

This Code of Conduct shall pertain to all in-person and online spaces, both internal and external spaces, including, but not limited to, general membership meetings or events; committee meetings or events; San Antonio DSA hosted or co-hosted events; all San Antonio DSA communication channels; all forms of social media.