



Community Code of Conduct

Our Commitment

Pam Treece's campaign is built on the belief that Washington County residents deserve leaders who listen, engage honestly, and treat every neighbor with dignity — even, and especially, when we disagree. Every campaign event, gathering, and social media space we host is meant to be a place where people feel safe to show up, ask hard questions, and be part of the conversation.

This code of conduct applies to all campaign events, town halls, canvassing activities, and our official social media pages. It exists to protect that space for everyone.

What We Ask of Everyone

- **Speak with respect.** Disagreement is welcome. Personal attacks, slurs, threats, and harassment are not.
- **Give others room to speak.** Ask questions, share concerns, and challenge ideas — but let others finish and be heard too.
- **Engage in good faith.** We're here to have real conversations, not to perform for an audience or provoke a reaction.
- **Respect the space and the people in it.** This includes campaign staff, volunteers, venue staff, law enforcement, if present for public safety, and fellow attendees.
- **Follow venue and event staff instructions.** If asked to lower your voice, move, or step outside for a conversation, please do so.

What is Not Acceptable

- Threats or intimidation directed at any person, including staff, volunteers, or other attendees.
- Physical aggression or blocking others' ability to move safely.
- Deliberate, sustained disruption intended to prevent an event from proceeding (shouting down speakers, refusing to stop when asked, air horns, bullhorns, etc.).
- Harassment based on race, religion, gender, sexual orientation, disability, or any other characteristic.
- Doxxing, filming for the purpose of harassment, or sharing private information about attendees without consent.

How We Will Respond

Pam, her campaign staff, and volunteers are trained to de-escalate first. If a person's behavior crosses from disagreement into disruption or safety concern:

1. A staff member will respectfully ask them to stop or step aside.

2. If the behavior continues, they will be asked to leave the event.
3. In cases involving safety threats, venue security or law enforcement will be called.

Our goal is never to shut down dissent — it's to make sure everyone present gets to participate in a conversation, not a confrontation.

A Note on Disagreement vs. Disruption

We welcome tough questions and public dissent — that's part of a healthy democracy. Everyone is welcome, whether you know or support Pam or not. What we ask is that no one's presence be used to silence someone else's. There's a difference between making your voice heard and making sure no other voice can be heard.

On Our Social Media Pages

- Comments on issues and policies are welcome. Please refrain from personal attacks on other commenters, staff, Pam herself, or anyone else.
- Disagreement and criticism of Pam's positions are always allowed and will not be deleted.
- We will remove threats, harassment, hate speech, spam, and coordinated pile-ons.
- Repeated violations may result in a user being blocked from commenting.

Questions or Concerns

If you experience or witness a violation of this code of conduct at a campaign event or on our social media, please reach out to campaign staff on-site or contact teresa@pamforwashingtoncounty.com

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