

# Spring Conference 2021

## Non-Hostile Working Environment

**Proposed by:** Campaigns & Communications Committee

### Conference notes with concern:

1. A culture of litigation, complaint, hostility, and aggressive behaviour online is becoming prevalent in today's society - with aggressive rhetoric now deemed acceptable and used by world leaders such as former President Trump.
2. That such hostility, bullying, and/or threats of legal action is also becoming a regular occurrence in correspondence to elected officers, volunteers, and staff within the Party.
3. The only course of action for officers and staff facing such behaviour is through the Federal Complaints System.
4. The Complaints system is, in its current state, cumbersome, slow, and not geared towards resolving complaints of this nature in a timely manner.
5. No official guidance or documents exist for members, officials, or staff facing this kind of behaviour.
6. US President Biden's commitment to a zero-tolerance approach for this behaviour within his administration.

### Conference believes:

- A. The Welsh Liberal Democrats should provide a safe and respectful working environment for members, officers, and staff.
- B. The Welsh Liberal Democrats should champion a zero-tolerance approach towards abusive behaviour of all forms.
- C. The Welsh Party should support its members, officers and staff who are threatened with legal action by another member through clear procedures, processes, and guidance.
- D. Repeated threats of legal action can constitute bullying and threatening behaviour - which is unacceptable from members.
- E. Swifter action needs to be taken against threatening, belittling, and abusive behaviour from members, particularly where there is clear evidence of it occurring.

**Conference calls for:**

- i. The Welsh Liberal Democrats to create and maintain a document setting out advice for members, officers, and staff who are threatened with legal action or face repeated abuse whilst fulfilling a role on behalf of the party.
- ii. The Welsh Liberal Democrats to foster a zero-tolerance environment towards bullying through policies, strategies, and procedures to deal with verbal/written attacks, harassment, or bullying of members, officers and staff.
- iii. An independent review to be established in order to review the members code of conduct and establish how it can be strengthened to ensure the party can act quicker against members found to be in breach of it.