



February 26, 2018

Tim Schneider, Chair
Illinois Republican Party
PO Box 64897
Chicago, IL 60664

Dear Mr. Schneider:

I'm confident you are aware of the effort of the Illinois Democratic County Chairs' Association to take a proactive approach in creating a zero-tolerance sexual harassment policy and pledge for candidates and campaigns within our party. This policy framework and pledge is the product of months of work from leaders who serve the Sexual Harassment Task Force, a special committee I established in 2017.

There's no question that you share my desire to ensure that campaign employees, interns and volunteers engage in their activism with the confidence that they have clear rights and protections from harassment.

Because I'm sure you and your Party's leadership agree with these standards, I'm offering you copies of our policy and pledge to embrace and promote. The IDCCA has worked diligently to ensure that the policy is thorough and just to make clear that no one should tolerate inappropriate, intimidating or suggestive behavior. We believe it is a sound policy and I have no reason to believe that your Party will see otherwise.

I hope you accept these documents as a token of goodwill. While we differ on scores of issues, I suspect that we heartily agree on working within our respective capacities to make clear campaigns and political operations have a zero-tolerance policy on sexual harassment.

To provide you with a sense of our process, this policy and pledge was adopted by our Executive Board. We have issued the documents to all candidates via email. Additionally, we have mailed these materials to Democratic candidates for their adoption.

The IDCCA views this policy as a living document that should be adjusted if the spirit of the framework needs clarification. I hope you'll review it and tailor it to best fit the needs of the Illinois Republican Party.

I thank you for your consideration. I'm confident that, if we're in unison on this issue, Illinoisans will be better for it.

Sincere Regards,

Doug House
President, Illinois Democratic County Chairs' Association
Chairman, Rock Island County Democratic Party