



## MEMORANDUM

TO: DNC Staff

FROM: Seema Nanda, DNC Chief Executive Officer

SUBJECT: DNC Staff Conduct in the 2020 Presidential Nominating Process

DATE: December 10, 2018

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As we embark upon the Presidential cycle, the Democratic National Committee (DNC) is committed to conducting itself in a manner that is fair and equitable, so that all bona fide Democratic Presidential candidates have an opportunity to make their case to the American people. In addition, the DNC Charter and Bylaws require that the Chair ensure the impartiality and evenhandedness of the DNC staff during the presidential nominating process. As we prepare for the start of the 2020 cycle, this memorandum sets forth guidelines for employees to ensure compliance with this important requirement.

Pursuant to our Rules, as employees of the DNC, you must remain impartial and evenhanded in the presidential nominating process until a nominee or a presumptive nominee is determined. All staff are expected to avoid impropriety or any appearance of impropriety.

To adhere to this requirement, DNC employees are prohibited from engaging in activities for Democratic Presidential primary candidates during the presidential nominating process, both in their DNC capacity and in their personal capacity, that would call into question their impartiality and evenhandedness. This includes, but is not limited to, the following activities:

- Making monetary or in-kind contributions to a campaign;
- Criticizing, endorsing or showing a preference towards a candidate either verbally or in writing, whether through social media or at events;
- Attending campaign events where your attendance would create the appearance of endorsing a particular candidate;
- Serving on campaign committees or volunteering on campaigns;
- Hosting campaign fundraisers or serving on the host committees for campaigns;

- Displaying lawn signs at your residence for primary candidates;
- Displaying stickers or buttons for primary candidates;
- Posting on social media endorsing, praising, or criticizing a campaign;
- Engaging in unauthorized communications with campaigns regarding any non-public information; or
- Using DNC communications channels (slack, email, etc.) to support or advocate for the election or the defeat of any particular candidate.

The DNC will establish a process for when, how, and under what circumstances DNC staff are to engage with Presidential campaigns. Employees are prohibited from providing DNC services to any Presidential campaign other than through that process or unless explicitly authorized by the CEO or her designee. Please report to your Department head any contact from a potential or actual Presidential primary candidate or staff.

We recognize that DNC staff are politically active in their personal capacity and encourage staff to immediately raise with your department head, or with the CEO or her designee, any questions about any actions that could be viewed as a violation of the spirit and intent of these requirements.

Thank you for all you do.