

Excerpt from

GUIDELINES FOR PRACTICES REGARDING COMRADELY CONDUCT

AND

**GUIDELINES TO ADDRESS MATTERS OF INTERNAL CONFLICT, GRIEVANCES,
AND BREACHES**

The past and current practices of Workers World Party were developed by our founders, in particular, Dorothy Ballan, in regards to dealing with internal matters between comrades. Those practices are guided by our revolutionary political line, with an emphasis on the need for solidarity, in particular when it comes to internal conduct, weighted toward the critical importance of sensitivity regarding gender, race, sexual orientation, gender identity, ability, age, migrant status, another other special oppressions.

This proposal entails three sections:

Section 1: Comradely Conduct Guidelines - an orientation to WWP's commitment to comradeliness in our internal dealings, which guides how we operate within the larger revolutionary movement. (See also separate document "Solidarity Center Guidelines.")

Section 2: Matters and Guidelines for Due Process for Internal Matters

(This excerpt from the Guidelines omits Section 2 as these are internal organizational guidelines that relate to those who have completed candidacy and become Party cadre.)

Section 3: Guidelines for Conduct in Meetings or Email Exchanges

This proposal does not deal with the issue of violations of Party Line, although more formal processes need to be considered as part of our process of re-organizing for the next period, particularly in the age of social media.

SECTION 1

GUIDELINES FOR COMRADELY CONDUCT

“We must be careful with each other so that we can be dangerous together”

From the Party’s very beginning, founding members set high standards of interpersonal sensitivity, respect and solidarity for interactions among comrades, and modeled those standards in their own interactions among themselves and with other comrades.

Our Party has sought, with many remarkable successes, to win over the most oppressed members of our class in the struggle for socialism. Our successes in this effort would have come to naught had the Party leadership not guided us to demonstrate the utmost respect and empathy in our relations with each other as well as with potential recruits, with representatives of other organizations, and with the public in general.

These grounding principles of comradely relations that emphasize solidarity have meshed with our political line to see us through difficult decades that decimated other organizations. Now, with the Party in a new period of growth, opportunity and challenges, it makes sense to re-examine our traditions and modes of interaction, revise them as needed, and recommit ourselves to the highest possible standards of comradely conduct that promotes solidarity.

Sensitivity in action

We have to build an army of revolutionaries. When we find those rare few willing to give their all, we can’t afford to lose them due to behaviors that offend or alienate them or undermine their growth. We are trying to build a multinational, multigenerational, multigendered organization with able-bodied and disabled comrades in motion together. We cannot do so without a constant emphasis on sensitivity. This includes being aware of language, whose meanings are constantly changing.

Since being determines consciousness, revolutionaries with the greatest potential to lead our class forward will come from oppressed communities and/or face other special oppression.

Nationally oppressed comrades, LGBTQ comrades, women comrades are precious. Improving our modes of interaction is essential to recruiting and keeping these new leaders of our class. It's not just about being nice. It's about what works—what is required—if we want oppressed leadership.

It needs to be said: We won't use insensitive or offensive language. We will not engage in personal attacks. We won't bully, verbally or physically. We will let everyone be heard. Where we have grievances, we will work to address them constructively.

We're all human. We're all products of this inhuman capitalist system. So none of us is perfect and most of us will make mistakes as we interact with each other. The key to maintaining the highest level of comradely relations is to acknowledge, correct and apologize for these mistakes, and find a way to move forward together.

We are comrades

The Party's longstanding history and principled practice of democratic centralism should guide how we resolve conflicts and grievances. The Party has always had a moral firewall against the intrusion into our ranks of bourgeois values, most especially the cold, commercial, dehumanizing values of the rulers, values that are promoted so prominently in the popular culture they control.

Being WWP Cadre means to strive for a respectful, comradely tone in all interpersonal interactions, both outside the Party and within, but most especially within, where our ability to function as a powerful united fist against the class enemy depends on our comradely relationships.

SECTION 3

GUIDELINES FOR CONDUCT IN MEETINGS OR EMAILS

Not Permissible Behavior

- Insults/personal attacks
- Racist, sexist, otherwise insensitive language
- Aggressive, vitriolic tone
- Interruptions, yelling
- Ignoring the chair or timekeeper
- Threats
- Intentional disruptive behaviors

Protocols for the Chair

- 1) If a breach of conduct guidelines occurs, chair gives a 1st warning to the individual(s).
- 2) If the conduct violations persist, chair gives a second warning with explicit explanation that another incident will result in their removal from the meeting and a written sanction.
- 3) If conduct violations persist, chair will direct the removal of the offending party, followed by a written sanction.
- 4) Scope and content of sanction should be developed in consultation with leadership and the Center.