

KING COUNTY DEMOCRATS

TO: KCDCC Executive Board
FROM: KCDCC Vice Chairs
Re: Findings and Recommendations regarding allegations of harassment by
Chair Bailey Stober

On January 24, 2018, one of the Vice Chairs received a phone call from an Executive Board member regarding allegations of harassment, intimidation, and creation of a hostile work environment by Chair Bailey Stober toward KCDCC staff. The Vice Chair requested a written complaint be submitted for referral to the Vice Chairs, which was done on February 1, 2018. Following receipt of this third-party complaint, the Vice Chairs consulted with counsel, and held a telephonic conference, initiating an investigation as allowed in the Code of Conduct. Following interviews with witnesses, former KCDCC staff, and review of written submissions, the Vice Chairs have come to the following conclusions regarding the specific complaints submitted:

1. Bailey has repeatedly called staff a stupid bitch - **Founded**
2. On staff's birthday he called staff a stupid bitch and a stupid cunt for not coming out to have shots and drinks with him - **Founded**
3. He has repeatedly pressured staff to drink alcohol with him and to take shots with him - **Founded**
4. He is spending King County money on hotel rooms, alcohol*, and food when unnecessary - **Founded** except as to *
5. Staff is continuously scared of not being paid because there is not enough money in the bank - **Founded**
6. Staff continuously is intimidated by Bailey - **Founded**

Through the course of the investigation, additional evidence regarding physical assault and creation of a dangerous work environment was discovered. Additional evidence regarding abuse of power dynamics to isolate and terrorize staff was discovered. Additional evidence regarding making false statements to staff regarding alleged votes by Officers was discovered. Additional evidence regarding reasonable belief by staff that reporting any of the above would lead to retaliation was discovered.

The Vice Chairs concluded the preliminary investigation on February 5, 2018, following receipt of an email from Mr. Stober wherein he refused a request to avoid

being in the Auburn office, refused a request to clear any expenditures during the course of the investigation with the Vice Chairs, stated he had retained counsel for himself and the Party (without being clear as to whether he was using County Party funds for personal counsel), demanded any future interviews be conducted with his attorney present, and refused to participate in any meaningful way in the investigation without counsel present and until after a "Special Meeting" that had been called on February 2, 2018, for February 8, 2018.

During the course of this investigation, the Vice Chairs discovered that Mr. Stober had terminated employment of the staff member in question, and intend to pursue a separate investigation as Officers to determine whether his actions violated any laws, could be reasonably construed as retaliatory, and the extent of liability he has opened the Party to.

Recommendations

The Vice Chairs request that Bailey Stober resign as Chair immediately, and that the First Vice Chair call for election of a new Chair as soon as allowed under the bylaws. In the event Mr. Stober refuses this request, the Vice Chairs make the following recommendations to the Executive Board:

1. Amend the budget to allow only expenditures required by contract and for monthly meeting space.
2. Call for a meeting, pursuant to the bylaws, of the King County Democratic Central Committee to remove Mr. Stober as Chair.

In addition, the Vice Chairs make the following recommendations:

1. Amend the Bylaws to decentralize hiring and firing power, and require greater involvement of the Vice Chairs and/or Officers in expenditures of the County Party.
2. Amend the Bylaws to allow for temporary removal of a Chair by a super-majority vote of the Officers.
3. Adopt employment practices, HR practices, and employee/employer manuals prior to hiring of any future staff, and ensure procedures and policies are in place for staff to feel safe in reporting harassment, bullying, and/or assaultive behaviors without fear of retaliation.