

Congratulations on being selected as a Bernie 2020 Delegate! Your role as delegate comes with a series of responsibilities and requirements. Please carefully review and sign the Social Media Policy, Delegate Code of Conduct, and Non-Disclosure Agreement.

Social Media Policy - Bernie 2020 Delegates

At Bernie 2020, we understand that social media can be a fun and rewarding way to share your life and opinions with family, friends and co-workers around the world. However, social media accounts maintained by Bernie 2020 Delegates also reflect upon the reputation of the Campaign.

If you use social media – publicly or privately – read the following rules carefully. You are expected to follow these guidelines. Failure to do so may result in disciplinary action, including but not limited to your removal from the delegation.

Before tweeting or posting from your personal social media accounts, ask yourself these questions: If this appeared on the front page of *The New York Times*, would it compromise Bernie Sanders’s message, credibility, or reputation? Could it potentially risk your standing as a delegate? When re-tweeting or sharing information from others, are you applying necessary skepticism?

Social media postings have the potential to generate media coverage. If a member of the media contacts you about a posting of any kind: *do not respond*. Forward the contact to press@berniesanders.com.

Please review the following rules. Then sign at the bottom to indicate that you understand these rules and you commit to adhering to them.

1. Assume everything you post is ‘on the record’ and will be attributed to the Candidate and the Campaign.
2. Delegates for the Campaign are encouraged to share Campaign-approved content on Twitter, Facebook, Instagram and other major social platforms.
3. Do your best to avoid online arguments or confrontations. If engaging in an adversarial conversation, be respectful when addressing opposing viewpoints or commenting on the opposition.
4. Refrain from making negative statements about other candidates, party leaders, Campaigns, Campaign staffers, supporters, news organizations or journalists. This Campaign is about the issues and finding solutions to America’s problems. Our job is to differentiate the senator from his opponents on the issues—not through personal attacks.
5. Delegates should not post text or photos relating to Campaign events and activities unless it is text or photos of the public-facing side of an open press event (i.e., no posts from backstage, nothing which reveals process, nothing from closed press events). If you are unsure, do NOT post without permission.

6. Delegates for the Campaign should not use social media to promote upcoming events until the details have been publicly disclosed. If you are not sure if the event information is already public, please ask before posting.
7. Do not disclose confidential or proprietary information obtained through your participation as a delegate. It is your responsibility to preserve confidential information and avoid inadvertent disclosure of such information. Assume everything is confidential unless explicitly told otherwise.
8. Respect all copyright, fair use, and financial disclosure laws.
9. If you believe you have made a substantive mistake, alert staff on the Delegates Team to determine a course of action. Deleting something does not make it go away. Do not take action before consulting with the Delegates Team.
10. All Delegates for the Campaign are required to follow these practices.

I have read and understand the above social media policy for Bernie 2020 Delegates, and I agree to adhere to these rules.

Print Name

State

Signature

Date

Delegate Code of Conduct - Bernie 2020 Delegates

By signing this form, you certify that you have read and agree to the terms and conditions of the Bernie 2020 Delegate Code of Conduct, laid out below. Failure to comply with these expectations may result in disciplinary action, including but not limited to your removal from the delegation.

- I will read all texts and emails from the Delegates Team promptly, and I will follow any instructions by the stated deadline.
- I will not engage with the media unless I have explicit authorization from Bernie 2020 Communications HQ. If approached by the media, I will direct them to press@berniesanders.com.
- I will follow all instructions from the Campaign, including any strategic changes. I will stay focused on the mission and uphold the values of the Campaign.
- I will engage with other delegates, superdelegates, party leadership, and elected officials with respect and a spirit of cooperativeness, even if I disagree with them. I will remain professional even in the face of criticism. I will listen, and not force my opinions on someone if they are not interested in engaging.
- I will start from the belief that everyone deserves dignity and respect.
- I will have empathy for my colleagues and fellow delegates and assume that everyone is doing their best.
- I will practice good self-care: take time for any activity that cares for my mental, emotional, and physical health.
- I will not disparage, judge, or discriminate based on any protected class: race, sex, age, physical and mental disabilities, veteran status, national origin, citizenship, religion, color, or any other status protected by law.
- I will speak up if I witness harassment. I will not retaliate against anyone when they exercise their rights.
- I acknowledge my own biases and how they might influence me. Biases can influence our decisions, thoughts, and behaviors without us even noticing, until we make a conscious effort to do so.
- I will act with integrity: be a person of your word and do what you say you'll do.
- I will foster an open work environment where everyone feels comfortable raising questions and concerns.
- I will seek help resolving issues, rather than working in a silo.
- I will conduct myself as if I was working in the White House for the American people.
- I understand that I am accountable for knowing the policies and procedures. These policies are here to protect us and keep us compliant. Following the policies = following the law.

Signature

Date

Non-Disclosure Agreement - Bernie 2020 Delegates

The Bernie 2020 Campaign is a grassroots campaign to transform America and create an economy and a government which works for all people. In that effort, we place enormous trust and agency in thousands of supporters and volunteers, who, in the course of supporting our campaign, are often asked to handle sensitive information. In order to protect the privacy of both the campaign and its supporters, we ask that everyone who may handle sensitive information agree to the following non-disclosure agreement.

By signing this form, you certify that you have read and agree to the terms and conditions of the Bernie 2020 Delegate Non-Disclosure Agreement, laid out below.

BERNIE 2020 DELEGATE NON-DISCLOSURE AGREEMENT

I, "Delegate", agree to the following:

(a) Delegate agrees that they will not, directly or indirectly, at any time during the term of their work with Bernie 2020, Inc. (the "Campaign") or thereafter, and without regard to when or for what reason their term with the Campaign shall terminate, divulge, furnish, make accessible, or permit the disclosure to anyone (other than the Campaign or other persons employed or designated by the Campaign) any knowledge or information of any type whatsoever acquired by Delegate in the course of their participation, including (but not limited to) knowledge or information relating to the business or activities of the Campaign, including business and activities relating to the services rendered by Delegate, whether disclosed orally or visually to Delegate and whether stored on any tangible medium or memorialized by Delegate ("Confidential Information").

(b) The term Confidential Information includes all originals, recorded and unrecorded copies of such Confidential Information, as well as information derived there from and portions thereof. Such Confidential Information also includes, but is not limited to, all written or audio materials obtained, generated, produced or otherwise acquired during the course of their participation, including (but not limited to) any notes, charts, lists, computer files, electronic mail messages, phone logs or other memoranda, whether handwritten, typed, or otherwise created. Confidential Information also includes, but is not limited to, the Campaign's budget, finances, fundraising results, contributors, lists, salaries, program plans, details about projects under consideration or development, and any other information the release of which might prove harmful to the organization. Information shall be Confidential Information even if no legal protection has been obtained or sought for such information under applicable laws and whether or not Delegate has been notified that such information is Confidential Information.

(c) Delegate shall not be liable for disclosure of Confidential Information if such disclosure is pursuant to judicial or other legal or administration actions or other lawfully compelled disclosure, provided that Delegate notifies the Campaign in writing, by registered mail, of the need for such

disclosure within five (5) days after such need becomes known and gives the Campaign a reasonable opportunity to contest such disclosure.

(d) Delegate understands and agrees that all lists, reports, data, information and other works produced by Delegate within the scope of their participation, and any copies thereof created while performing services in the course of their participation, shall be the sole property of the Campaign and that Delegate shall have no title or rights therein.

(e) Upon termination of their participation with the Campaign for whatever reason Delegate shall return all Confidential Information (as defined above) to the Campaign, regardless of the form in which it appears or is stored (including information stored on tapes, computer discs, compact discs or other media).

(f) The obligations set forth in this Confidentiality Agreement shall survive the termination of Delegate's participation with the Campaign indefinitely.

(g) This Confidentiality Agreement shall not be changed, modified, released, discharged, waived, abandoned or terminated, in whole or in part, except in writing signed by both Delegate and an officer of the Campaign.

(h) If any part of this Confidentiality Agreement shall be determined by a court of law to be invalid, the remainder of this Confidentiality Agreement shall be valid and remain in full force and effect.

(i) Delegate may not author or create a book, article, academic study, video, movie, or other content based in any part on Delegate's participation with the Campaign without written approval from the Campaign Manager and Campaign Counsel. If Delegate is creating such content while participating with the Campaign or using Campaign work products, a publication agreement must be negotiated and agreed to in writing by Campaign Counsel. Such publication agreement shall fairly represent the interests of the organization with regard to advance payments, royalties, credits and content.

Acknowledgement and Acceptance:

Signature

Date