Connecticut Political Speech Policy – Not-for-Profit

As a Connecticut-based not-for-profit organization, we are committed to maintaining a mission-focused, inclusive, and neutral workplace. Under Connecticut General Statutes § 31-51q, employees are entitled to express political views as long as it does not interfere with their job duties or the organization’s effectiveness. Employees should avoid political advocacy during working hours or while engaging with clients, donors, or community partners. Displaying political messages in shared spaces, using organizational resources for advocacy, or referencing the organization in personal political statements is not allowed. Our policy ensures that all political speech is evaluated on a content-neutral basis, with attention to potential disruption or discriminatory impact. Employees are encouraged to express their views lawfully and respectfully outside of work. Political speech that creates a hostile work environment, undermines client trust, or violates our anti-discrimination policies will be addressed through appropriate channels. Our focus remains on service, respect, and compliance with both nonprofit standards and Connecticut law.