Model Policies on Political Speech in the Workplace

# Workplace Expression and Political Speech Policy

- Employees may not engage in political discussions that disrupt operations, create a hostile environment, or interfere with job duties.

- Wearing political slogans or distributing political materials during work hours or in shared workspaces is prohibited.

- Employees are free to engage in lawful political activities outside of work and off-duty.

- The Company will not retaliate against any employee for lawful political expression protected by applicable law.

# Code of Conduct Policy Addendum – Political Neutrality

- All employees are expected to treat one another with respect regardless of differing political opinions.

- Political discussions that escalate into arguments or impact team cohesion are subject to managerial intervention.

- Political solicitation or campaigning during working time or using company resources is not permitted.

# Social Media Policy – Political Content

- Employees may not present political opinions as representing the views of the employer.

- Employees may not use company logos or branding when posting political content.

- Political posts that harass or demean colleagues may be grounds for disciplinary action.

# Anti-Harassment and Anti-Discrimination Policy – Political Tensions

- Political speech that targets others based on protected characteristics (e.g., race, religion, gender) will be considered harassment.

- Any political commentary creating a hostile work environment may lead to corrective action.

# Meeting and Apparel Policy – Political Neutrality

- Employees may not wear or display political messaging in meetings, shared workspaces, or client interactions.

- Supervisors may address violations with a reminder or corrective action, depending on the impact.