Political Speech Policy – Not-for-Profit

As a mission-driven not-for-profit organization, we value an inclusive, respectful, and community-focused work environment. We understand that employees may have personal political beliefs and that civic engagement is an important part of society. However, to protect our neutrality and ensure that our services remain unbiased and accessible to all, political speech that interferes with job responsibilities, team dynamics, or the delivery of services is not appropriate in the workplace. Employees should refrain from promoting political viewpoints during work hours, while interacting with clients, or when representing the organization in any capacity. Wearing political messages on clothing, posting campaign materials in shared spaces, or using organizational resources for political advocacy is prohibited. While off-duty expression is respected, employees are expected to avoid using the organization’s name or imagery when expressing political opinions in public or online forums. Any political expression that results in harassment, discrimination, or creates a hostile environment will be subject to corrective action. We are committed to maintaining a workplace that prioritizes our mission, inclusivity, and the dignity of all staff and those we serve.