Political Speech Risk Assessment Checklist

## ✅ Assess Workplace Culture

Evaluate whether political discussions are creating division, discomfort, or affecting morale.

## ✅ Identify High-Risk Roles

Determine whether employees in sensitive roles (e.g., public-facing, leadership, policy-making) require additional guidelines.

## ✅ Review Job Duties

Assess whether political expression is interfering with employees’ ability to perform essential job functions.

## ✅ Monitor Complaints

Track formal and informal complaints related to political discussions or perceived bias.

## ✅ Evaluate Existing Policies

Review current code of conduct, anti-harassment, and social media policies for adequacy and consistency.

## ✅ Determine Operational Impact

Consider whether political speech is disrupting team productivity, workflow, or customer service.

## ✅ Assess Legal Exposure

Evaluate potential liabilities under federal (e.g., NLRA) and state-specific laws protecting political expression.

## ✅ Solicit Employee Feedback

Gather input through surveys or HR channels to understand employee sentiment and concerns.

## ✅ Review Past Incidents

Analyze previous cases of political conflict or speech-related disciplinary action.

## ✅ Consider Reputational Risk

Identify whether political expression is impacting the organization's brand, public trust, or stakeholder relationships.