POLITICS IN THE WORKPLACE POLICY

The company respects employees’ rights to hold, to speak about, and to advocate for different opinions about political and social issues and about political candidates and, of course, to express their opinions about the terms and conditions of their employment by ABC. However, workplace discussions about candidates, political issues, and social issues unrelated to our workplace sometimes result in dissension, disruption, and hurt feelings. Therefore, it is the policy of ABC Company that:

* There will be no discussion of political or social issues unrelated to the terms and conditions of employment in our workplace during working times in working areas.
* Employees are prohibited from **all of the following** activities in working times in working areas:
* displaying political campaign or issue-oriented materials at workstations
* distributing “political” materials in the office/factory
* soliciting in our workplace any support or money for candidates or issues
* wearing at work any shirts, buttons or other items advocating candidates or issues
* using company computers to to access or post on any social media platform unless doing so is a part of an employee’s regular job duties.
* This policy is not intended to, and does not, limit the right of employees to engage in (a) oral communications about political issues related to wages, hours and working conditions when all involved employees are on non-working time and/or (b) distribution of materials about political issues related to wages, hours and working conditions in nonworking areas during non-working times, unless such communications or distributions disrupt operations. This policy is not intended, and does not, limit any other employee communications allowed by law.
* Any communications permitted by this policy must be appropriate in tone and content (for example, not violent or profane) and conducted in a respectful, non-discriminatory manner.
* Employees who violate this policy may be disciplined up to and including discharge.

This policy is not intended to, and should not be interpreted to, restrict employees’ rights under the National Labor Relations Act or to interfere with, restrain, or prevent employee communications about wages, hours, or other terms and conditions of employment.