



Workplace Conduct and Political Speech

As the national elections approach, we want to remind everyone of the importance of maintaining a healthy and welcoming workplace. It is crucial that all team members feel comfortable in our environment, regardless of differing views. In support of this goal, please keep the following in mind:

Political Discussions at Work

We ask that employees refrain from engaging in political discussions during work hours or in work areas unless there is a clear business need. If you wish to have a civil discussion about politics, please do so during break times and in designated break areas or outside the building. Additionally, we encourage everyone to be mindful and ask for consent before starting such conversations.

Workplace Conduct and Company Policy

Our company's Workplace Conduct policies remain in full effect. Any comments or behavior directed at coworkers or made on company property that violates these policies may lead to disciplinary action. Please note that while the First Amendment protects individuals from government censorship, it does not prevent employers from addressing inappropriate workplace conduct.

This policy will be applied consistently and fairly, regardless of political affiliation. The company does not endorse any political party, candidate, or measure. If you have any questions, please feel free to contact Human Resources for further clarification.

Thank you for your cooperation in helping us maintain a respectful and inclusive workplace for everyone.