

**Purpose:**

To ensure the company respects the freedom of all employees to exercise their civil rights of freedom of speech, free exercise of religion, freedom of association, peaceable assembly, and protest, outside of work.

**Model Policy Language:**

[Insert Name] respects the freedom of all employees to exercise their civil rights of freedom of speech, free exercise of religion, freedom of association, peaceable assembly, and protests for social and political causes, so long as such conduct or speech: takes place outside of work; is legal and non-violent; does not disclose confidential or proprietary company information or trade secrets; is not a direct conflict of interest with the company's primary business(es); does not directly or materially interfere with the employee's job performance or business operations; and does not involve the use of company resources or property.

**Application:**

Other relevant company policies may need to be included or referenced here, such as those related to social media use; secondary employment; non-discrimination/harassment.

Companies should periodically review all policies related to employees' exercise of their civil rights outside of work to ensure consistency with this policy.

Disclaimer: The information contained in this document is general in nature and is not intended to provide, or be a substitute for, legal analysis, legal advice, or consultation with appropriate legal counsel. You should not act or rely on information contained in this document without seeking appropriate professional advice. By printing and distributing this document, Alliance Defending Freedom, Inc. is not providing legal advice, and the use of this document is not intended to constitute advertising or solicitation and does not create an attorney-client relationship between you and Alliance Defending Freedom or between you and any Alliance Defending Freedom employee. For additional questions, call Alliance Defending Freedom at (800) 835-5233.