MARKET MODEL POLICY

Third-Party Workforce Freedom Policy

A model policy that protects vendor autonomy and viewpoint equality while preserving legitimate legal, contractual, and human-rights safeguards.

MODEL POLICY

A concise public policy can establish both vendor autonomy and viewpoint equality.

THIRD-PARTY WORKFORCE FREEDOM POLICY

[Company] respects the freedom of its vendors, suppliers, and contractors to determine their own lawful hiring, employment, training, and workplace policies in a manner consistent with their missions, values, and applicable law.

[Company] will not require third parties to adopt workforce programs, demographic targets, ideological commitments, or reporting practices that are unrelated to applicable law, credible human-rights risks, or the legitimate requirements of the contracted work.

[Company] does not discriminate against current or prospective third parties based on religion, religious belief, political affiliation, ideological viewpoint, or lawful expression.

This policy does not prevent [Company] from requiring compliance with applicable law or imposing narrowly tailored safeguards against forced labor, trafficking, unsafe conditions, discrimination prohibited by law, or other serious human-rights abuses.

A Six-Step Policy Review

1. Inventory supplier-facing requirements. Review supplier codes, purchase-order terms, master agreements, onboarding materials, RFPs, questionnaires, and subcontracting schedules.

2. Separate legal compliance from corporate preference. Identify which requirements are mandated by law, necessary to perform the contract, or designed to address a documented human-rights risk.

3. Flag workforce mandates. Look for required policies, training, demographic goals, attestations, data reporting, or “values alignment” provisions.

4. Test voluntariness. Determine whether an “encouraged” program affects supplier selection, contract renewal, scoring, or access to future business.

5. Add viewpoint protections. Protect vendors from discrimination based on religion, political affiliation, ideological viewpoint, and lawful expression.

6. Publish a clear commitment. Make the controlling policy easy for vendors and procurement teams to locate and apply consistently.

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