

WORKPLACE MODEL POLICY

Viewpoint Diversity Policy

A model policy that values religious and ideological differences, encourages mutual respect, and recognizes the business value of varied viewpoints.

MODEL POLICY

The language below combines the three elements of a strong policy: valuing differences, encouraging mutual respect, and recognizing business value.

VIEWPOINT DIVERSITY POLICY

1. Valuing religious and ideological diversity. [Company] seeks to create a workplace where all employees are valued. We respect employees' religious, moral, social, and political beliefs and do not require employees to personally affirm or profess agreement with a particular position on contested questions. Employees remain responsible for complying with applicable law, workplace conduct standards, and legitimate job requirements.

2. Encouraging mutual understanding and respect. [Company] fosters a culture of civil disagreement and mutual respect across religious and ideological differences. Employees may hold a wide range of political, religious, and social views while remaining accountable for professional conduct, compliance with applicable workplace policies, and respectful treatment of colleagues.

3. Recognizing the value of viewpoint diversity. [Company] believes that varied beliefs, opinions, and ways of thinking strengthen judgment, creativity, engagement, and our ability to serve customers and communities.

A Five-Step Policy Review

- 1. Locate the controlling policies.** Review the code of conduct, employee handbook, human-rights policy, workplace conduct standards, and related training materials.
- 2. Look beyond legal boilerplate.** Determine whether the company affirmatively values or encourages differences in belief, opinion, religion, or ideology.
- 3. Test for compelled agreement.** Identify policies or training that may unnecessarily require employees to personally affirm or profess agreement with contested political, social, moral, or religious positions.
- 4. Seek employee feedback.** Invite input from employees with varied religious and ideological beliefs about barriers to respectful participation.
- 5. Publish a durable commitment.** Place the policy in a formal, workforce-facing governance document and apply it consistently across teams and regions.

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