

MENNONITE VILLAGE POLICY & PROCEDURE

TITLE: Political & Social Activism in the Workplace

PROCEDURE NO: HR 500.17

REPLACES: None

PAGE(S): 2

PREPARED BY: Kristen Gregory

DATE: October 2020

Purpose: Mennonite Village is a community that supports an employee's right to make choices about their life, including whether to support any political party or ideological causes that are important to them. However, in an effort to create a harmonious work environment, political activities may not be conducted on facility premises. This Policy applies campus wide.

Policy: Mennonite Village **does permit** the following signs or displays:

- The United States of America flag or signs;
- Flags or signs showcasing your country of origin provided they are placed below the United States flag;
- Holiday flags or displays;
- Religious flags or signs;
- College alma mater flags or signs;
- Current US military affiliation flags or signs (for example, Marine Corps, Navy, etc.);
- Sport team flags or signs;
- Medical causes, such as Alzheimer's support, Breast Cancer awareness, etc.

Mennonite Village **does not permit** posting, showcasing, hanging, or otherwise displaying items in the work area that are visible to co-workers or the public (including community areas) any of the following:

- No political signs of any kind. Political signs include indicating support for any political candidate, political party, or any organization supporting political candidates or political issues.
- No ideological signs of any kind. Ideological signs include indicating support for a social justice movement, support for specific ethnic or racial groups, or support for any marginalized community including support for sexual orientation or identity issues or individuals.

- No modified United States of America flags. This includes flags related to law enforcement or similar causes or organizations.
- No signs supporting any group or organization or affiliation other than those permitted above. If you have questions whether something is permitted, please contact your human resources department.
- Solicitation regarding political candidates or issues is prohibited

Displays on Vehicles:

For vehicles, standard size (10 inches by 3 inches) bumper stickers are acceptable. However, if such vehicles are to be parked or driven on Mennonite Village's campus and Mennonite Village, in its sole discretion, determines that such displays will be problematic and create strife in the community, Mennonite Village reserves the right to require you to remove such displays or park the vehicle so that the display, sticker, or sign is not in full display.

PROCEDURE:

1. This Policy applies campus wide and applies immediately. If you have any of the items displayed as prohibited under this Policy, you must remove them immediately upon receipt of this Policy.
2. If you fail to comply with this Policy, you will be provided a warning to remove the displayed item. If you fail to remove the item, it will be removed by Mennonite Village. You may pick up your item from Mennonite Village.
3. If you are unsure whether the item is permitted, please check with Mennonite Village.
4. You are responsible for ensuring any guest or visitor complies with this Policy.
5. Mennonite Village, in its sole discretion, reserves the right to modify this Policy as necessary