Peaceful Valley Donkey Rescue
Political Policy

- Employees are encouraged to be involved in the political process and will be accommodated to vote on election day [before, during or after work hours].
- Employees are prohibited from campaigning for a candidate or specific party during work hours.
- Employees cannot use their position within the company to coerce or pressure subordinates, staff members, vendors, or suppliers to support and/or make contributions to a particular candidate or political cause.
- Employees may not use company assets or equipment (bulletin boards, copy machines, telephones, computer, email) to support a particular candidate or party.
- Employees are prohibited from harassing coworkers, vendors and customers for their political beliefs.
- Employees who choose to participate in political activities during work hours must ask for time off in advance and use available [vacation, PTO, or non-paid leave] for their absence.
- No person can engage in any form of political activity on company premises during work hours at any time. Any political activity outside of work hours on company premises must receive written consent by [the executive team].
- In the event a company facility is used as a campaign ground for a political figure, employees are not required to attend.
- Employer-sponsored social media accounts will not be used to post political viewpoints or opinions. Any such misuse may be subject to disciplinary action.
- Employees may not wear political paraphernalia (logos, buttons, t-shirts, hats, etc.) to work, especially in positions that frequently interact with the public.
- Employees may not wear work-related paraphernalia to political rallies or functions that may imply the Company’s support for that candidate and/or party.
- Any political discussion that causes an employee to feel discriminated against, retaliated against or bullied is strictly prohibited and may be subject to disciplinary action.