

Politics in the Workplace

Hill considers that registering to vote, voting, contributing financially to the party or candidate of one's choice, serving in civic bodies, and campaigning and office-holding at local, state and national levels are important rights and responsibilities of the citizens of a democracy.

Hill employees engaging in political activities (e.g., office-holding, promoting, campaigning, soliciting, contributing, etc.) are expected to do so as private citizens and must avoid any implication of participating on behalf of the company. Such activity should not interfere with job responsibilities, utilize company branding or resources, or create or imply a conflict of interest.

Employees are prohibited from any activity that a reasonable person would consider political campaigning, or from soliciting or collecting political contributions and/or distributing or posting any material of a political nature while on company property or during working time.

Things to remember

- As an Hill employee, you are encouraged to participate fully in the political process on your own time and with your own resources.
- Your participation must avoid any implication of involvement on behalf of the company or in your capacity as an Hill employee.
- Any activity should not interfere with your job responsibilities or utilize company branding or resources.
- Political campaigning and soliciting, distributing, or posting any material of a political nature while on company property, during working time, or where such activities interfere with the work of other employees is not allowed. This includes wearing clothing or other apparel that contains campaign slogans or politically charged phrases, symbols, or images.
- Any political conversations, debates or commentaries in the workplace must remain civil. Such discussions must not take place during working time, interfere with normal business operations, or create any disruption in the workplace.
- Consider the role social media may play in bringing politics into the workplace. See [Hill's Social Media Guidelines for Employees](#) for more information.

Supervisors/Foremen - Please share this message with employees who do not have computer access. Post it for employee review.