

Employer's Cheat Sheet for Election Season

Here's a handy cheat sheet that summarizes some key points from our [Essential FAQs for the 2024 Election Season](#). Make sure to check out the full series of FAQs to understand your rights and responsibilities.

GENERALLY ACCEPTABLE

The following actions are generally acceptable as long as they are enforced consistently and follow NLRA guidelines ([read more here](#)).

- Encouraging civic engagement to get out and vote
- Barring political signs or shirts or other displays in the workplace
- Prohibiting employees from campaigning or distributing political literature in the workplace during work hours
- Setting reasonable expectations on professionalism and appropriate workplace interactions
- Using company resources to support a candidate or position
- Enforcing a politically neutral work environment

CHECK WITH COUNSEL

Check with your FP attorney before you take any of the following actions to understand any specific restrictions that might apply.

- Restricting employees' speech at work (NLRA concerns)
- Holding mandatory meetings to talk about politics (some states have "captive audience" laws)
- Disciplining an employee for their political opinions (could violate antidiscrimination laws)
- Disciplining an employee for controversial opinions made online or outside the workplace (some states have laws protecting off-duty conduct)
- Prohibiting employees from taking time off to vote ([check out the detailed list summarizing the laws in each state](#))
- Offering incentives for civic participation (could violate state law on influencing voting)

DON'T DO

These actions could cause you potential legal risk.

- Coercing employees to vote in a particular manner
- Pressuring employees to attend political events
- Commenting on employees' political views or activities

Check out the full [FP Election Season Resource Center for Employers](#) to review all of our offerings and practical resources.