



Employer's Cheat Sheet for Election Season

Insights

10.15.24

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.



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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.



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