

Political Expression and Activity

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| Policy Name: | Political Expression and Activity |
| Scope: | All Staff and Associates |
| Revision Date: | June 20, 2022 |
| Last Review Date: | June 15, 2023 |

Introduction

We understand that faith in Christ often has an outworking in personal social or political engagement. Naturally, Reliant employees and associates are free and supported to engage in political expression or activities as individual citizens in accordance with their consciences and within the broad bounds of Reliant's Code of Conduct. However, as 501(c)(3) tax-exempt organizations, churches and non-profit organizations may not "participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office" (see the [IRS Guidance for Charities, Churches and Politics](#)). Thus, for the purposes of this policy, *partisan* political expression and activity refer to actions or statements that support or oppose a political candidate, campaign, or party, while *non-partisan* political expression and activity refer to advocacy or opposition to particular issues that are not directly associated with a political candidate, campaign, or party. An example of a *nonpartisan* activity may be a march for racial justice or the right to life; an example of a *partisan* activity (and therefore prohibited activity on work time) is a rally for a Republican or Democratic political party or candidate.

Guidance on Political Expression and Activity

- All participation in political expression or activism (in person and on [social media](#)) in any context MUST be done in alignment with Reliant's [Code of Conduct](#).
- Political expression or activities that support or oppose a political candidate, campaign, or party (*partisan activities*) should not be conducted concurrently with Reliant job responsibilities (i.e., they should not be conducted when a Reliant missionary or Central employee would be reasonably perceived as being "on the job" with Reliant).
- Employees or associates should not state that they represent Reliant or the views of Reliant during any kind of political expression or activism (including on social media).
- Employees or associates should not state that they represent their partner church or ministry in any kind of political expression or activism (including on social media) UNLESS they receive express permission from their church or ministry leaders AND the expression or activity is nonpartisan and does not violate the IRS regulations for churches and tax-exempt organizations.
- Reliant and the partner church or ministry leadership should respect the personal political beliefs or expressions of Reliant employees (made within Reliant's [Code of Conduct](#) or other policies) and of others with whom Reliant employees interact.