

What Workers Need to Know About Protests—On and Off the Job

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Aaron Holt was quoted in the *Wall Street Journal* discussing employers addressing political messages in the workplace. “I can’t recall another time that this many major companies and brands have been willing to take a stand,” said Aaron. Now, as some workers join the protesters, employers need to review their company practices to make sure policies on conduct are neutrally and consistently applied, he said. Companies generally wouldn’t have explicit rules on protesting, but an employee participating in activism could run afoul of policies on attendance, attire or off-duty conduct. “You can’t pick and choose when you want to enforce a policy,” he said. “If you allow employees to wear masks that have logos on them like their favorite sports team but you don’t allow Black Lives Matter masks, then you’re not consistently applying the policy. Or you can say no logos.”

To read more of this article, [click here](#). (subscription required)

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