**Social/Political Activism: Guiding Principles – 9/28/2021**

With so many important social and political issues at the forefront right now, it’s natural to want to share your views and get involved with causes you care about. Some may worry about whether such activism will get them in trouble with Hilltop and wonder where the “line” is as a Hilltop employee.

Because Hilltop depends on its sound reputation to be able to provide essential services in our communities, it’s important all Hilltoppers strive to live our mission and values every day—even when not at work. In addition, due to our non-profit status, we must be careful endorsing individuals and organizations; however, Hilltop fully supports community advocacy for inclusivity.

So, rather than create a strict policy of activism dos and don’ts, here are a few guiding principles rooted in our values you can use to make wise decisions about your words and actions. These guidelines are meant to be a starting point, therefore through questions, suggestions and practice, we will continue to strengthen our social and political activism guidelines.

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| **Values:** | **Guiding Principles:** |
| Relationship | * **Listen to understand,** especially to those with different points of view. * **Be kind** at work, in the community, and on social media. * **Choose words and actions that create connection** rather than disconnection. * **Speak with candor** as needed and do it in a caring way. |
| Integrity | * **Speak and act with intention—**avoid being reactive. * **Take full personal responsibility** for what you say, do, or post in public. * **Follow the law**. * **Consider how you wish to present yourself** to colleagues, clients, and community members, bearing in mind your commitments to others. * **Represent your opinions, ideas, and actions as your own.** Remember, just a few people officially speak for Hilltop as an organization. |
| Courage | * **Support and defend your fellow Hilltoppers** if you see them being mistreated by a client, resident, or other co-worker. * **Speak up if you see an injustice** or an area of non-inclusivity by bringing it to leadership’s attention as soon as possible. * **Speak truth to power** if you see a superior either knowingly or unknowingly behaving or speaking in ways that are not conducive to inclusivity. |
| Inclusivity | * **Respect individual differences** and refrain from all hate speech, symbols of prejudice, threats of violence, harassment, racial slurs, and any other derogatory speech against others in the workplace, community, andsocial media platforms. * **Condemn prejudicial actions.** * **Engage in peaceful efforts** to promote anti-racism, diversity, and social justice for all people. Hilltop fully supports these actions. |
| Growth | * **Educate yourself about systemic racism**, sexism, and other forms of structural injustices. * **Learn about your own biases.** We all have them, but we can avoid acting on them when doing so leads to unfair or unkind treatment of others. * **Challenge pre-conceived ideas** about others who are not like you. Keep in mind we are all human, deserving of dignity. |
| Fun | * **Be kind, have fun, and find ways to connect with others—especially those who are not like you. Doing so could lead to even more joy in your life.** |