

Social & Political Activism: Guiding Principles – 3/17/2025 Edition

Purpose

Hilltop recognizes the importance of social and political engagement. We also understand some employees may wonder how to share their views and get involved with causes they care about while aligning with Hilltop’s mission, values, and non-profit status.

The following guidelines, rooted in our core values, are designed to help you make thoughtful decisions about your words and actions—even when you’re off the clock. We encourage everyone to learn, grow, and advocate for inclusive communities, while also respecting Hilltop’s commitment to serving others with integrity and compassion.

Note on Non-Profit Status: Because we are a non-profit, Hilltop must maintain political neutrality. Only a few designated individuals are authorized to speak on Hilltop’s behalf. However, we do fully support individual community advocacy in line with our values and mission.

Values:	Guiding Principles:
Relationship	<ul style="list-style-type: none"> • Listen to understand, especially when engaging with those who hold 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 when necessary, doing so in a caring way that preserves dignity.
Integrity	<ul style="list-style-type: none"> • Follow the law and any regulations relevant to your advocacy efforts. • Speak and act with intention—avoid reacting impulsively or spreading misinformation. • Take full personal responsibility for what you say, do, or post in public. • Consider your role within Hilltop and keep in mind how you wish to present yourself to clients, colleagues, and community members. • Represent your opinions, ideas, and actions as your own, recognizing that only designated individuals speak for Hilltop as an organization.
Courage	<ul style="list-style-type: none"> • Support and defend your fellow Hilltoppers if you see them mistreated by clients, residents, or co-workers. • Speak up against injustice or non-inclusiveness by bringing concerns to leadership 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	<ul style="list-style-type: none"> • Respect individual differences and avoid all hate speech, symbols of prejudice, threats of violence, harassment, racial slurs, homophobic slurs, and any other derogatory expressions in the workplace, community, and on social media platforms. • Condemn prejudicial actions by actively rejecting discrimination or bigotry, speaking up when you witness intolerance, and reporting harmful conduct. • Engage in peaceful efforts to promote anti-racism, diversity, and social justice for all. Hilltop fully supports these actions.
Growth	<ul style="list-style-type: none"> • Educate yourself about systemic racism, sexism, homophobia, transphobia, and other systemic injustices. • Challenge preconceived ideas about those who are different from you and remember that everyone deserves dignity and respect. • Seek out resources like workshops, reading materials, or community events to deepen your understanding and grow your empathy.
Fun	<ul style="list-style-type: none"> • 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.

