The Canadian Association of Journalists
L'Association Canadienne des Journalistes

NON-PARTISAN POLICY

Policy intent
To ensure the CAJ is not showing favoritism by directly or indirectly supporting or opposing any political party or candidate. All CAJ staff, volunteers, and board members, are expected to adhere to this non-partisan policy.

Policy responsibility
CAJ Board

Policy

1. **Interpretation**
   1.1. "Impartiality" means treating all individuals, groups and issues with fairness and without bias based on political affiliations, beliefs or ideologies.
   1.2. "Non-partisan" means not directly or indirectly supporting or opposing a political party or candidate for public office.
2. **Public Comments**
   2.1. When representing CAJ in an official capacity - including by engaging in discussions on public issues - staff, volunteers, and board members of the organization
      2.1.1. are to exercise discretion to safeguard the perception of impartiality in the execution of their responsibilities, and
      2.1.2. shall act and communicate in a non-partisan manner.
3. **Political Activity**
   3.1. While working for or representing the organization in an official CAJ capacity, staff, volunteers, and board members are expected to maintain a non-partisan approach.
   3.2. When representing CAJ in an official capacity, staff, volunteers, and board members should not publicly align themselves with any political party or electoral organization. While they are allowed to engage in the political process in a personal capacity, it is crucial for them to ensure that their involvement does not jeopardize the perception of impartiality in their role as a CAJ representative.
   3.3. It is prohibited for individuals to distribute or showcase campaign materials endorsing or opposing an active political candidate or political party within the CAJ virtual workplace. Additionally, the use of organizational resources, including email accounts, for campaigning purposes or any other non-partisan purpose, is strictly prohibited.
   3.4. This policy does not infringe upon the rights of organization personnel to exercise their voting rights for any candidate or issue. Personnel are also

allowed to participate in other personal political activities, provided that they do not associate these activities with their affiliation with the organization.

Related References, Policies, Procedures and Forms:
This Policy References:
None
This Policy is Referenced by:
None
Forms and documents:
None
Policy History:
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