

## Publications

### Political Speech in the Workplace

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**AUTHORED ARTICLE** | 10.14.2016

*Cincinnati Business Courier*

Andy Kaplan, a partner in the Vorys Cincinnati office and a member of the labor and employment group, authored an article for the *Cincinnati Business Courier* titled "Political Speech in the Workplace." The article provides employers with tips on how to navigate the legal minefield and maintain a workplace that is both productive and reasonably hospitable to employees of different political views.

#### The article states:

*"Insist on productivity - Workers are hired to work, not to discuss the issues of the day. If there's too much talk and too little action, remind the offenders about performance expectations and take disciplinary action if necessary."*

*Use existing policies - Most employers probably don't need a special policy on political speech. If it looks like the temperature's rising in a co-worker debate, defuse the situation with your policy requiring co-workers to treat each other with respect."*

To read the entire article, visit the *Cincinnati Business Courier* [website](#). (Subscription may be required).