

Political Activity Policy

1. Introduction

Our principal mission is to improve the quality of civic discourse and to give citizens the tools they need to critically analyse, engage with and participate in democratic political processes. We believe that it is both possible and desirable to be politically engaged without being prejudicial, to debate and disagree with honesty and integrity, and to demand the highest standards of courtesy, rationality and respect from political allies and opposition alike.

We believe that the best way to achieve this is by developing non-partisan, unbiased resources to establish what facts are beyond dispute, what positions can be reasonably held on the basis of those facts, and to give everybody the resources necessary to argue for what they believe without undermining our shared commitment to arguing on the basis of facts.

As employees of Logically, we understand that in order to play our part in establishing what is true and what is not, Logically must be trusted across the political spectrum. Furthermore, we understand that while being politically engaged is a civic duty, our role as an independent fact-checking organisation requires that our work be motivated by broad political and ethical considerations which transcend our partisan political interests.

As such, we undertake to ensure that all our work at Logically is free from bias and partisan interest, and that our personal political views will never influence our work; nor should our work ever permit reasonable suspicion of being unduly influenced by our own partisan or political views. Furthermore, we undertake to comport ourselves in our private lives and our online and other communications in ways which can never undermine the position of Logically as an unbiased, non-partisan organisation.

2. Aims of the policy

To provide a working environment in which all employees feel comfortable; to ensure that all our employees can be confident that their own political views will not undermine the essential political neutrality of Logically as an organisation; to ensure that all our employees can avail themselves of the tools which Logically seeks to provide to everybody in a way which befits the status of Logically as an independent, unbiased arbiter of truth and falsehood, and of what claims are reasonable and which are not.

3. Provision

Whilst at work and under the company's employment, employees are prohibited from:

- Publicly endorsing any political party or candidate.
- Making, printing or distributing in print or digitally, any party-political literature unless expressly for the purposes of their work.
- Clearly indicating support for any political party or partisan political cause, especially where that statement could reasonably be construed as the position of Logically as a whole. The only exception to this is when the cause in question is directly relevant to Logically's mission and its support has been established as the official position of Logically as a company.
- Behaving in a manner which could amount to bullying, harassment or discrimination of colleagues based on political opinions, or exposing a colleague's personal political views.
- Working in any way that could be reasonably understood as serving partisan interests, political agendas not directly relevant to Logically's mission, or otherwise undermining Logically's reputation for non-partisanship and political neutrality.

Both in and outside of work, employees must not behave in a manner which could potentially damage the company's reputation, including but not limited to our reputation for non-partisanship and political neutrality. As such, employees must refrain from doing any of the following:

- Carrying out any work, whether paid or voluntary, for any political party or advocacy group which could be construed as explicit or tacit support for the party or cause on the part of Logically.
- Making any public declarations on political matters which could be construed as the position of the company at large. This includes declarations made online and on social media.
- Knowingly entering into any relationship with any organisation which could create a conflict of interest with their work at Logically.
- Withholding any information concerning potential conflicts of interest which might undermine Logically's reputation for non-partisanship.
- Behaving in any way which amounts to bullying, harassment or discrimination of a member of the public based on political opinions or views. This includes behaviour on social media and social networking sites.

4. Breaches of policy

All employees are required to sign up to this policy and any breaches of this policy could result in disciplinary action or dismissal.

Name

Date

Signature