

## **Policy on Public Issues and Public Statements**

### **PURPOSE**

Calgary Outlink is a LGBTQ2IA+ charitable organization and must balance its federally mandated responsibilities, with respect to its charitable status, with its LGBTQ2IA+ identity and mandate. To this end, Calgary Outlink maintains this policy to give guidance how and when public statements or stances related to public issues can be undertaken.

### **PERSONS AFFECTED**

The Calgary Outlink Board of Directors, Staff, and Volunteers.

### **POLICY STATEMENT**

1. Calgary Outlink does not hold or express specific positions on any issue in the community, unless it is related to Calgary Outlink's mandate.
2. Calgary Outlink must remain nonpartisan and politically neutral.
  - a. Nonpartisan and politically neutral shall mean that Calgary Outlink does not align itself with or against any particular political party.
3. Calgary Outlink may, at the discretion of its Board, take a stance on a politicized topic related to Calgary Outlink's mandate.

### **RESPONSIBILITIES**

- The Board of Directors shall determine when posting or publishing public statements about any issue is necessary.
- Board members, staff, members, volunteers, and the public may state individual positions on any subject and have the right to express themselves. However, no one board member, staff, member, or volunteer speaks for the entire organization.
- Staff may respond directly and privately to individuals who may have concerns about issues, but will not post public statements about individuals, organizations, or private concerns.
  - a. Individuals whose responses to concerns or issues that are not respectful or defamatory in any way will be forwarded onto the Board of Directors for handling.

### **PROCEDURES**

1. Official positions must be approved by the Board of Directors. Calgary Outlink does not publish statements about any issue without approval of the Board.
2. Communications about positions on any issue will be delegated to the Staff, President, or other appointed spokesperson to speak about the issue in public.
3. Questions about official statements on any issue and media inquiries can be referred to the Staff, President, or other appointed spokesperson.

### **REVISION HISTORY**

- April 16, 2021 - Policy Revised.