

# Legal

- [Discrimination](#)
- [Political Advocacy and Campaigning Policy](#)
- [Legacy Giving](#)

# Discrimination

We strive to be an inclusive community where we celebrate and respect similarities and differences among individuals and families. We do not discriminate against anyone on the basis of race, ethnicity, gender or gender identity, sexual orientation, physical disability, age, national origin, religion, physical appearance, or political affiliation.

We are a caring community bringing spirit, love, justice, learning and reason to the congregation and to the larger world. We aspire to be a community in which all can work and worship together in a trusting, nurturing place, free from harassment or exploitation of any kind. As part of this mission we strive to provide a safe environment for all, especially the children, youth and vulnerable adults who are entrusted to our care.

The Foothills Unitarian Church is committed to creating an environment for members, volunteers, and children that reflect our values, our principles and our covenants. These expectations apply to all, including groups using or renting our facilities, and ensure a secure and nurturing environment in which infants, children, youth and adults can learn, share and participate in our community.

# Political Advocacy and Campaigning Policy

## 1. Prohibition on Political Campaign Intervention:

- The organization, groups associated with the organization or individuals officially representing the organization in any capacity are strictly prohibited from participating or intervening in any political campaign on behalf of (or in opposition to) any candidate for elective public office.
- This prohibition includes, but is not limited to, making contributions to political campaign funds, endorsing candidates, and publishing or distributing statements about candidates.

## 2. Permissible Activities:

- The organization may engage in nonpartisan voter education activities, including public forums and voter education guides, provided they do not show a bias for or against any candidate or political party.
- The organization may participate in issue advocacy that does not constitute political campaign intervention. This includes taking positions on public policy issues, provided these positions do not link to support or opposition of any candidate.

## 3. Legislative (Lobbying) Activities:

- The organization may engage in limited lobbying activities as long as these activities constitute an “insubstantial” part of its overall activities.
- Lobbying includes attempts to influence legislation by contacting members or employees of a legislative body or encouraging the public to contact their legislators.

## 4. Individual Activities of Representatives:

- Individuals associated with the organization (such as employees, volunteers, and board members) are free to engage in political activities in their personal capacity.
- Such individuals must clearly indicate that their political activities are personal and do not represent the views or positions of the organization.
- Use of the organization’s resources for personal political activities is strictly prohibited.

## 5. Educational Activities:

- The organization may conduct educational activities, such as distributing educational materials and conducting educational meetings, provided these activities are conducted in a nonpartisan manner.

## 6. Monitoring and Compliance:

- The organization will regularly review its activities to ensure compliance with IRS regulations and guidelines regarding political campaign intervention and lobbying.
- Any suspected violations of this policy must be reported immediately to the organization's leadership for review and appropriate action.

Enforcement: Non-compliance with this policy may result in disciplinary actions, up to and including termination of employment or volunteer status. Maintaining adherence to these guidelines is essential to protect the organization's tax-exempt status and to ensure compliance with federal regulations.

For more detailed guidance, refer to the following resources:

- [IRS Code on Political Campaign Intervention](#)
- [Council of Nonprofits on Political Campaign Activities](#)

# Legacy Giving