

Personal Conduct/Political Activity Frequently Asked Questions

1. Can I display political campaign posters, bumper stickers or photos, etc. in my office/cubicle?

We ask all employees not to display political campaign posters or other such items in their work offices or cubicles, since it is important that AARP maintain its reputation as a non-partisan organization, and many outside parties visit our offices.

2. Are political bumper stickers allowed on cars parked in or around AARP offices?

Designated volunteers and staff, per the AARP Policy on Political or Partisan Activity, should not place political bumper stickers on their cars. We ask that all other employees not display political bumper stickers on their cars parked at AARP offices. The guiding principle is that we do not want to convey the appearance that AARP is partisan.

3. Can I place political signs in my yard at home?

It depends on your role within AARP. Designated volunteers and staff, per the policy -- because of their role in AARP and/or visibility outside of the office -- are prohibited from engaging in public political or partisan activities, such as displaying political signs in their yards. If your position is not mentioned in the policy, we ask that you consider the sensitivity of situation and whether your participation could or would have an impact on AARP's reputation as a non-partisan organization.

4. Can I make a monetary contribution to a political campaign?

Yes. These contributions must be made using your personal funds and in your name. Avoid projecting any association with AARP. However, you may give the name of your employer, your occupation and other similar information if a political campaign asks for this information.

5. If I'm not in one of the positions noted in the policy, does the policy really apply to me? What are my restrictions, and what am I allowed to do?

All staff and volunteers have a responsibility to help maintain AARP's non-partisan reputation. While the policy places more restrictions on certain visible positions, we ask that all staff and volunteers consider the sensitivity of their particular situation when considering participation in political or partisan activities. After such consideration, they may, on their own time and away from AARP offices and events, do the following:

- Sign or circulate candidate petitions
- Circulate candidate literature
- Display campaign buttons, bumper stickers, etc.
- Host or attend candidate coffees, "meet-up" groups or forums, etc.
- Contribute to parties or candidates

6. I belong to a group that supports a candidate; is this considered inappropriate?

No, it is not considered inappropriate. You can belong to a group that supports a candidate. However, if you are one of our designated staff and volunteers -- because of your role in AARP and/or visibility outside of the office -- you are prohibited from engaging in certain **public** political or partisan activities associated with that group. For example, staff in designated positions may attend a candidate's forum or other events; however, they are prohibited from hosting such events, or speaking on behalf of a candidate. The list of designated staff and volunteers is noted in the policy. However, we ask that all staff consider the sensitivity of the situation and whether their participation could or would have an impact on AARP's reputation as a non-partisan organization.

Please refer to the policy and supplemental guidance on AARP InfoNet at <http://infonet/generalcounsel/PoliticalActivity.htm> for further guidance on the types of volunteer activities that can be done on your own personal time -- depending on your role within AARP.

7. Can I volunteer on weekends or after work as a private citizen for a political party or a candidate?

Yes, you can volunteer on your own personal time for a political party or a candidate. However, if you are one of our designated staff and volunteers -- because of your role in AARP and/or visibility outside of the office -- you are prohibited from engaging in certain **public** political or partisan activities associated with that group, such as distributing candidate literature, speaking on behalf of a candidate, or circulating candidate petitions. Once again, we ask that all staff consider the sensitivity of the situation and whether their participation could or would have an impact on AARP's reputation as a non-partisan organization. Please refer to the policy and supplemental guidance on AARP InfoNet at <http://infonet/generalcounsel/PoliticalActivity.htm> for further guidance on the types of volunteer activities that can be done on your own personal time -- depending on your role within AARP.

8. Can I use AARP resources, such as administrative support, the copy machine or the telephone, to do personal work for a political concern or candidate, such as organizing a fundraiser for a candidate, as long as I do it during my lunch or after regular work hours?

No. Use of AARP resources for any political work is inappropriate, even if during non-work hours. If you're involved in political activities, you must use your own resources and participate during non-work hours.

9. What other things should I keep in mind when I vote or take part in other political or partisan activities on my own time?

Per policy, employees should be reminded not to wear Divided We Fail or similar type of AARP-branded clothing at political or polling venues while on their own time. Also you should refrain from using your AARP e-mail account to forward or respond to political messages.

10. I'd like to run for public office in my district. Is that allowed?

It depends. AARP's Policy on Political or Partisan Activity can help you determine what's appropriate and what's not. Certain volunteers and staff in designated positions must refrain from running for public office because of the visibility of their role within AARP. The Office of General Counsel is available to help answer any questions.

11. Should I be concerned about attending my place of worship, if a candidate is scheduled to speak?

Since churches, temples, mosques and other places of worship are 501(c)(3) organizations, they should not engage in any political activity. As a result, a candidate scheduled to speak should convey only a non-political and non-partisan message. Therefore, you should not be concerned about attending your place of worship if a candidate is scheduled to speak.

12. Is there a problem with my spouse or domestic partner engaging in political activity?

AARP's policy does not extend to employees' spouses or domestic partners.

13. Can I distribute AARP's Voter Guides or materials at partisan or political events or share them with my neighbors?

You should only distribute Voter Guides and other related materials with the permission and guidance of the Social Impact staff responsible for the distribution of the particular voter education materials.

14. Who should I contact if I have a question?

You can contact Mary Ann Riesenber, at mriesenber@aarp.org or call 202-434-2367, or e-mail Michael Schuster, mschuster@aarp.org or call 202-434-2333.