

# Employee's Bill of Rights

1. **You have the right to your own beliefs and opinions.**
2. **You have the right to express your beliefs and opinions on the job** on the same basis that other employees can express their beliefs and opinions, whether religious or secular.
3. **You have the right to express your beliefs and opinions on your own time** in any manner you deem appropriate, regardless whether your employer or colleagues find them offensive.
4. **You have the right to associate with other like-minded employees** on the same basis that other employees associate with their colleagues.
5. **You have the right to the free exercise of your religion**, provided your employer can accommodate your religious belief without undue hardship.
6. **You have the right to refrain from participation in activities you deem offensive** to your religious beliefs, provided your employer can accommodate your religious belief without undue hardship.
7. **You have the right to petition the government for a redress of your grievances** on your own time.
8. **You have the right to vote in accordance with your own conscience**, regardless of the wishes or views of your employer or the majority of your colleagues.
9. **You have the right to participate in public demonstrations or rallies** in furtherance of your beliefs, regardless of the wishes or views of your employer or the majority of your colleagues.
10. **You have the right to support any candidate for political office or any issue to be placed on a ballot**, regardless of the wishes or views of your employer or the majority of your colleagues.

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