



ORGANIZATIONAL POLICIES

Free Speech and Political Participation

Policy #528a

Separation Agreements and Non-disparagement Clauses

In its discretion and in accordance with applicable law, Management may enter into separation agreements in connection with the termination of employment of members of ACLU staff. Management shall report to the Executive Committee no less than once each year regarding the terms of separation agreements including the use of non-disparagement clauses entered into since the prior report as specified by the Executive Committee.

Management shall ensure that any confidentiality and non-disparagement provisions included in a separation agreement are drafted in such a manner that makes clear that these provisions do not prohibit the terminated employee from expressing an opinion regarding the ACLU's positions on a civil liberties or other substantive policy matter.

[National Board meeting minutes, April 26-27, 2014]