



Kinston Teens, Inc.

Nonpartisan Civic Engagement Policy

(Last Updated October 2023)

Kinston Teens, Inc. (Kinston Teens) is a 501(c)(3) nonprofit organization dedicated to fostering civic engagement among young people. We uphold a strict commitment to nonpartisanship in all our activities, whether conducted by employees, board members, volunteers, or individuals representing our organization.

Policy Guidelines

1. Nonpartisanship: All individuals affiliated with Kinston Teens, including employees, board members, volunteers, and representatives, must adhere to the principle of nonpartisanship. This means refraining from engaging in any partisan political activities, including supporting or opposing any candidate running for public office.

2. Prohibited Activities: Examples of activities to avoid include:

- Making statements favoring or opposing candidates or political parties at Kinston Teens events, meetings, or in official publications, including our website and social media platforms.
- Posting comments supporting or opposing candidates or political parties on Kinston Teens' social media channels.
- Allowing partisan political entities to use Kinston Teens facilities or virtual meeting software without equitable access granted to all other candidates, political parties, PACs, or partisan groups.
- Providing partisan political groups access to Kinston Teens mailing lists.
- Forwarding political emails to Kinston Teens email accounts or using Kinston Teens email addresses to subscribe to political materials.
- Viewing political events or advertisements online using Kinston Teens resources.
- Distributing literature supportive or critical of candidates, political parties, or PACs at Kinston Teens events.
- Using Kinston Teens resources, such as copiers or postage machines, for campaign materials or mailings.
- Engaging in telephone calls related to candidate support or opposition during work hours.
- Wearing political attire while representing Kinston Teens at events or meetings.
- Displaying political signs, bumper stickers, or buttons in Kinston Teens office areas or windows.
- Attending or financially supporting political events hosted by political parties, campaigns, or other entities using Kinston Teens resources.



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3. Individual Participation: While Kinston Teens upholds nonpartisanship as an organization, individuals are free to engage in lawful election activities on their own time and using their personal resources. These activities may include voting, making financial contributions to candidates, volunteering for political campaigns during non-working hours, or running for office. Individuals must ensure that their personal political activities are distinct from their roles at Kinston Teens and do not create the appearance of organizational endorsement.

Reporting and Questions:

If any individual affiliated with Kinston Teens has questions, concerns, or requires guidance regarding interactions with nonpartisanship, engagements with 501(c)(4) organizations, or interactions with politicians, political campaigns, or political parties, they should promptly contact the Executive Director for assistance.

This Nonpartisan Civic Engagement Policy ensures that Kinston Teens maintains its commitment to nonpartisanship while empowering individuals to exercise their rights to engage in civic activities within the bounds of applicable laws and regulations. This policy is strictly enforced, as any perceived violation could result in a costly investigation by the public, media and/or IRS, and possibly the loss of our tax-exempt status.