



CODE OF CONDUCT

All Abortion Dialogue Academy staff, interns and scholars are expected to adhere to the following Code of Conduct.

Non-Violence: ADA has a zero tolerance policy for any forms of political activism or protests that involve or promote violence or illegal activities. This includes, but is not limited to, activities such as:

- Physical violence or threats of violence against individuals or groups
- Property damage or destruction
- Incitement of riots or civil unrest
- Obstruction of public spaces or transportation
- Violation of local, state, or federal laws
- Making public statements that express support for or approval of acts of violence or destruction of property
- Providing financial or other forms of support to individuals or groups engaged in violent political activism activities
- Participating in or organizing violent political activism activities
- Sharing or promoting content that glorifies or incites violence

ADA believes strongly that social change should be accomplished through legal, peaceful means and that peaceful methods are both the moral path and the more effective strategy.

Non-Endorsement of Political Candidates or Policies: As a 501(c)(3) organization, ADA is prohibited from endorsing or opposing any political candidate, policy or party. ADA employees, interns and scholars are not prohibited from engaging in political activities in their personal capacity. However, they must not use ADA's resources, including its name, logo, contacts or mailing list, in any political activities. This includes, but is not limited to:

- Making public statements in support of or in opposition to any candidate or party
- Distributing materials or making statements that promote or oppose a candidate or party
- Hosting fundraising events or activities that support or oppose a candidate or party

Non-Disparagement of Other Pro-Life Organizations:

ADA employees, interns and scholars are prohibited from making any public statements or actions that disparage or denigrate other pro-life organizations or their members. This includes, but is not limited to:

- Making negative or derogatory statements about other organizations or their members in public forums, such as social media or news outlets
- Spreading rumors or misinformation about other organizations or their members
- Engaging in any form of harassment or bullying of other organizations or their members

ADA is committed to fostering a positive and supportive environment within the pro-life activist community, and we expect all members of our organization to uphold this commitment. While disagreements and differences of opinion may arise, all representatives of ADA are expected to maintain a respectful and professional attitude towards other organizations and their members, even if they disagree with their methods or goals.

Responsible Social Media Use: Social media can have a significant impact on our organization's reputation and credibility, therefore all ADA employees, interns and scholars are expected to use social media responsibly and are prohibited from posting any content that is:

- Lewd, offensive, or obscene
- Threatening, bullying, or harassing
- Discriminatory, racist, sexist, or hateful
- False or misleading

We also expect all employees and scholars to:

- Respect the privacy rights of others and not post any personal information about individuals without their consent
- Not post any confidential or proprietary information about ADA or any other pro-life organization
- Not post any content that would reflect negatively on ADA or damage its reputation

We encourage all employees, interns and scholars to think critically about the content they post and to consider how it may reflect on ADA and its mission.

Respect for Religious Differences: While ADA is a secular non-profit, many employees, donors, prayer partners, scholars and volunteers will be religious, typically Catholic or Protestant Christians. Religion is an important topic of discussion, however all employees, interns and scholars are expected to refrain from engaging in religious debates or discussions that are divisive or disrespectful. ADA believes it is important that the pro-life movement remains both ecumenical and open to non-Christian/non-religious pro-life advocates.

Failure to comply with the above Code of Conduct can result in immediate disciplinary action, up to and including termination of employment or scholarship benefits.

I have read and agree to adhere to ADA's Code of Conduct.

Print Name

Signature

Date