



### **Support of Black Lives Matter is not political activity**

OHSU wishes to affirm that activities and messaging related to the Black Lives Matter movement are not considered political speech or activity under OHSU policy and are permitted in OHSU communication channels and on OHSU property.

Black Lives Matter, [as articulated on its website](#), is a global organization with a mission of eradicating white supremacy and building local power to intervene in violence inflicted on Black communities to improve the lives of Black people.

As OHSU President Danny Jacobs [stated to all OHSU members May 31](#):

“Our mission is to enhance the health and well-being of Oregonians. We are a community of healers who have dedicated our lives to improving the human condition of others. This includes the physical and mental anguish people of color are suffering from as a result of bias and discrimination. These senseless attacks are antithetical to OHSU’s values and contrary to the work we do.”

Black Lives Matter is about human rights and human life.

Just as we are against violence and for high quality health services for every single individual, including, [as restated June 13, transgender and gender nonconforming communities](#), and just as we will [not act on behalf of the federal government](#) in enforcing immigration laws, we stand for Black lives.

While these matters may become politicized, they are not inherently political.

### **OHSU policies and expectations around political activities**

The OHSU [Code of Conduct](#) states:

#### **6.5 Political Involvement**

OHSU recognizes the important role that it plays as a member of the broader community and supports the right of OHSU members involved in civic and community activities. It is also important to make a clear distinction between one’s personal political activities and those undertaken on behalf of OHSU. However, this section does not restrict the right of an OHSU member to express personal political views.

*Political activities:* Activities that promote or oppose any political committee or any initiative, referendum or recall petition, measure or candidate. Political activities do not include activities related to promoting or opposing legislative bills, unless the bill is one that results in a referral to an election. Oregon law and OHSU policies place certain restrictions (outlined in Policies No. 03-30-003 and No. 03-30-005) on the political activities of public employees, which apply to all OHSU members.

Specifically, no OHSU employee or volunteer while on the job during working hours shall:

- Solicit any money, influence, service or other thing of value,
- Otherwise promote or oppose any political committee,
- Promote or oppose the nomination or election of a candidate,
- Gather signatures on: an initiative, referendum or recall petition, the adoption of a measure, or the recall of a public office holder.

#### *Member responsibilities:*

- Consistently make clear that your personal, political views and actions are your own and not those of OHSU. In particular, be mindful of your position of authority at OHSU in your political activities.
- Avoid activities that may appear to connect your personal political thoughts or positions with OHSU, such as editorials or social media commentary or posts.
- Do not use OHSU resources (e.g., computers, telephones, supplies, etc.) for any political activity except those sanctioned by OHSU Government Relations.
- Refrain from holding or campaigning for a political office that could create, or appear to create, a conflict of interest with your member duties.
- Never make political or charitable contributions with the intent to improperly exert influence.

As [OHSU takes action](#) to dismantle systemic racism and improve the health and well-being of communities of color and other marginalized or underrepresented populations, it is more important than ever that we allow for open dialogue. Much appreciation to OHSU members who reached out with questions regarding political speech and activities allowing for this clarification.