

# FREE SPEECH & ADVOCACY



## KNOW YOUR RIGHTS



KYR: Free Speech & Advocacy

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Examples of  
Protected Speech

Boycotting Israel.

Calling Israel an **apartheid state** as documented by international human rights organizations.

Criticizing Israel's policies.



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Examples of Speech  
That is **Not Protected**

**Defamation.**

**Obscenity.**

**Threats.**

Speech that incites **imminent violence or law-breaking.**

**Note:**

*Sometimes speech that one person might view as a political statement or a joke might be viewed by others as a “true threat”.*



# YOUR FREE SPEECH RIGHTS (MOSTLY) DON'T APPLY AT WORK

1

**The First Amendment doesn't protect private employees from discipline.**

The First Amendment only protects public employees (like government workers).



2

**Most states have a presumption of at-will employment.**

This means the employer or the worker can terminate the employment for any lawful reason, which can include speech.



# YOUR FREE SPEECH RIGHTS (MOSTLY) DON'T APPLY AT WORK

3

**Speech of public employees is only protected if it meets the following factors:**

- It is made by a private citizen (in your private capacity).
- It is about an issue of public concern.
- It doesn't interfere with the job.

4

**Government employees are also protected by whistle blower statutes.**

5

**Private employee speech may be protected if it regards discrimination or is about union efforts.**



If you or someone you know has experienced a hate incident or crime,

**file an incident report.**

*All reports are confidential.*

Visit:

[cair-ohio.com/report-an-incident](http://cair-ohio.com/report-an-incident)



Call:

614-451-3232

Columbus Office

513-281-8200

Cincinnati Office

614-219-7330

Client Intake Specialist



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# MESSAGING BASICS: Speaking Effectively

## Know your audience.

When you're persuading or making a point, it's helpful to know where your audience is, speaking to where they are at, not where you are at.

## Connect through shared values.

What values do you have in common with your audience? Connecting with your audience through values such as the value of human life, opposing oppression, fighting apartheid wherever it appears can be a strong way to build connections.





# MESSAGING BASICS: Speaking Effectively

## Tell a story.

A 30-second example about a human being's suffering can be more compelling than data and statistics.

## Know the facts.

To learn more about the history and struggle for Palestine's liberation, visit: [www.ampalestine.org/educate](http://www.ampalestine.org/educate)

## Know what you plan to say.

Decide on your key points and repeat them. Repetition is key to helping your audience hear and remember.