

will best represent them, or on which side of a political issue they wish to stand.

You may become involved in activities which could raise questions concerning the applicability of the Hatch Act, such as voter registration and education. You must be particularly careful to keep all implications or expressions of partisan politics out of any such activity or program. You would not express your personal preferences for parties or candidates or indicate any political direction you might wish to see your people take.

The above restrictions apply equally to your work with respect to programs of your sponsor and to activities while off duty.

B. DEMONSTRATIONS AND PROTEST ACTIVITIES

During time not devoted to your sponsor's project you have the right to hold and express opinions on any public issue and to participate in lawful non-political demonstrations and protest activities, so long as you do so in your individual capacity *only* and so long as such activity does not interfere with the performance of your duties as a Volunteer. In dealing with the press or other public media, you should not attempt to represent the opinions of VISTA or of any group of VISTA Volunteers on any public issue. In short, you must avoid giving any indication that your views or opinions carry any special authority or official sanction through use of the VISTA name, or your connection with VISTA.

While engaged in carrying out your sponsor's projects you may participate in lawful and *non* political demonstrations and protest activities.

In participating in demonstrations and protest activities, whether for your sponsor's project or on your own time, you have the duty of any citizen to avoid unlawful or illegal activity or demonstrations. The legality and propriety of any demonstration must be left to your judgment. A new amendment to our Act provides that conviction for participation in or incitement of a riot or in "group activity" resulting in damage to property or injury to persons requires termination of any OEO employee including VISTA Volunteers. This section also affects the people you serve since their violation of this section can result in loss of all poverty program benefits. (An analysis of this section is being prepared and will be distributed.)

In short, in view of VISTA's goals, you should, before participating in any demonstration or other activity in the public eye, ask yourself whether your action will directly help the people you serve. If an honest answer is no, then you should, for the good of your people, avoid such action.

UNIONIZATION GUIDELINES

The question of volunteer participation in unionization activities is in many ways analogous to that of participation in political activities (See VISTA Guidelines, "The Volunteer and Political Activity"). As in all situations in which the people the Volunteer serves have choices to make, the Volunteer should not substitute his judgments for theirs by advocating the choices he feels are wisest.

Participation by a VISTA Volunteer in union organization is contrary to VISTA policy. The Volunteer must not advocate or recommend that his people join or refuse to join a labor union, and even if a group decides to join a union, he should not participate directly in any organization drive. Unions, in general, maintain professional organizers whose job it is to carry on organizational drives.

In this, as in other areas in which people in the community have choices to make, the Volunteer's job is to make them aware of the alternatives open to them in order that they may make whatever decisions seem wisest to them.

Although the policy expressed in this guide may seem elementary and obvious, it needs to be said since violation of VISTA's policies and the goals of community development in this area can cause serious problems for all Volunteers and the VISTA program as a whole. As was stated in the political guidelines, we realize that many specific problems may arise which cannot be anticipated in a short guideline. We urge you to present any such questions to your VISTA Regional Administrator and Field Staff who will, if the problem cannot be handled in the field, consult the General Counsel's office in Washington.