



Mickele Nowden CPA

mickele@mickelenowden CPA.com

Phone: (510) 689-1845

Fax: (510) 954-3115

Acceptable Public and Online Behavior Policy

GENERAL POLICY: The public and online behavior of our clients, friends, contacts, employees, contractors and associates reflects on our personal reputation and the reputation of this firm. We expect that all members of our community and especially our clients and work associates will show respect to all people equally without regard to race, sex, orientation, religion, nationality, citizenship or immigration status.

PURPOSE: The purpose of this policy is to preserve civility and decency within our communities, while being respectful of the right to free expression and to be clear about the consequences of expression of unacceptable behaviors.

RIGHT TO FREEDOM OF EXPRESSION: We recognize the broad freedom of individual expression. We affirm that your rights to freely express an independent opinion does not ensure your rights to continued employment, support, membership or association with me or this firm or affiliated organizations.

UNACCEPTABLE BEHAVIOR DEFINED: Unacceptable behavior is bigotry expressed in any form, including defending, supporting or endorsing nationalism, racism or promoting related themes or propaganda and intimidation. Unacceptable behavior also includes the intentional spread of propaganda or false information including ideas commonly known as ‘conspiracy theories’ intended to have a divisive impact.

ADVANCE WARNING: In any instance, we may give a warning before taking corrective action to unacceptable behavior but are not required to do so.

NO RECOURSE: Determination of unacceptable behavior is subjective and rests exclusively with us. There is no established basis of appeal.

CONSEQUENCES: For clients, employees, associates or members: If we find a client to be publicly engaged in unacceptable behavior as defined above then we may end our services under the “Early Termination” provisions contained in our engagement agreement.

For non-clients, online connections, social media friends, employees, contractors or guests: If unacceptable behavior, as defined above, is observed in public or online then we may simply end the connection, contact, membership, employment, affiliation or other relationship without further notice.

This listing of consequences is not meant to be exhaustive and does not limit our range of response if other laws have been violated or torts committed.