Captive Audience Meetings

The purpose of this policy is to ensure that the Port of Oswego Authority maintains a respectful, transparent, and fair environment for employees and complies with employment and labor laws when organizing meetings or events that may be considered Captive Audience Meetings.

A Captive Audience Meeting is a gathering or meeting that employees are required to attend.

Employees may be required to attend Captive Audience Meetings for things like work-related training, compliance updates, or company-wide communications. Employees won't be required to attend meetings whose primary purpose is to express the Company's political, religious, or union-related opinions. If the Port of Oswego Authority has a meeting like that, appropriate notice will be provided, attendance will be voluntary, attendance won't be recorded, and employees won't face retaliation or punishment for choosing not to attend.

The Port of Oswego Authority will provide employees with reasonable notice of any scheduled Captive Audience Meetings, including the time, location, and purpose of the meeting.