

# Responsible Lobbying Policy

*Evidence for B Lab Standards GACA 1.1 — Compliance Criteria 1.1.2–1.1.4*

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## Why We Lobby

**OutWellness engages directly with lawmakers and public officials to advocate for the health, safety, and civil rights of LGBTQ+ people — including opposing anti-transgender legislation in Texas. We see this advocacy as inseparable from our purpose: laws that restrict access to affirming healthcare and safe public spaces directly harm the community we exist to serve. This policy explains how we lobby responsibly and transparently.**

## Our Approach to Responsible Lobbying (1.1.2)

- (a) Positive impact only — we lobby solely to contribute to a positive impact on society: the health, dignity, safety, and equal rights of LGBTQ+ people and other communities harmed by discriminatory policy. We do not lobby for narrow commercial advantage.
- (b) Grounded in evidence — our positions are based on reliable and scientific data, including peer-reviewed research on LGBTQ+ health outcomes and the documented harms of discriminatory legislation, alongside the lived experience of our community.
- (c) Political contributions — we do not make financial or in-kind political contributions to candidates, parties, or political action committees. Our advocacy is carried out through testimony, meetings with officials, public comment, and community mobilization — not money.
- (d) Anti-corruption and bribery — we prohibit bribery, facilitation payments, gifts to officials, and corrupt practices of any kind by anyone acting on our behalf.
- (e) Intermediary organizations — we also advocate through partner organizations, such as Equality Texas and our chamber memberships (Austin LGBT Chamber of Commerce, NGLCC). Before joining a campaign, sign-on letter, or coalition action, the Owner confirms the position is consistent with this policy and our published purpose. If a member organization lobbies in a way that conflicts with our values, we will raise the conflict directly or exit the organization.
- (f) Review and approval — this policy is formally reviewed and approved annually by the highest governing body of OutWellness (Owner/Leadership).

## Governance, Controls & Risk Management (1.1.3)

- (a) Accountability — the Owner is accountable for enforcing this policy.

- (b) Embedding — the policy is shared with all staff. Only the Owner, or a person with the Owner's written approval, may engage with public officials, testify, or commit OutWellness to a coalition position on the company's behalf. A simple log is kept of lobbying activities (date, official or body engaged, topic, who represented us).
- (c) Risk identification — the Owner reviews the activity log, partner campaigns, and memberships annually to identify risks of non-compliance with this policy (e.g., positions drifting from our purpose, intermediary conflicts, registration/disclosure obligations under Texas lobbying law).
- (d) Compliance evaluation — compliance with this policy and its controls is evaluated as part of the same annual review and documented alongside the policy approval.
- (e) Raising concerns — anyone can raise concerns about our business conduct or lobbying practices through our public Feedback & Concerns process ([outwellnessatx.com](https://outwellnessatx.com) or [hello@outwellnessatx.com](mailto:hello@outwellnessatx.com)), which includes protection from retaliation. See our Grievance Procedure (PSG 3.1).

### Approval & Publication (1.1.4)

This policy is approved by the highest governing body of OutWellness and published on our website at [outwellnessatx.com](https://outwellnessatx.com), accessible to all stakeholders.

*Note: Action required — (1) publish this policy (or a faithful summary linking to it) on the website; (2) start the simple lobbying activity log described in 1.1.3(b); (3) check whether any activity triggers lobbyist registration requirements under Texas law — direct legislative advocacy is generally fine unpaid, but thresholds exist; confirm with your attorney.*

### Approval

This policy is reviewed and approved by the highest governing body of OutWellness (Owner/Leadership Team) annually.

Approved by (name, title): \_\_\_\_\_

Signature: \_\_\_\_\_

Date approved: \_\_\_\_\_

Next scheduled review: \_\_\_\_\_