THE TOR PROJECT, INC.

EMPLOYEE COMMUNICATIONS POLICY

Notice: This document was written by and for the Tor Project, Inc. ("TPI"), and is intended to inform and advise TPI employees and contractors about Company policies that should inform their decisions and behavior. However, the Tor Community extends far beyond employees and contractors, and the Community has its own set of policies intended to both complement TPI's policies in areas where it does not have its own, and to provide guidance for individuals who wish to participate in and/or contribute to the Tor Community beyond/outside of employment. For more information about the Tor Community's policies, please contact the Community Team Lead at https://trac.torproject.org/projects/tor/wiki/org/teams/CommunityTeam.
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I.   Handling Employee Issues and Concerns

If you have a work-related concern, discuss it with your Project Lead. This step often achieves the simplest, quickest and most satisfactory solution. If a discussion with your Project Lead does not resolve the matter within a reasonable period of time, you are encouraged to speak to the next higher level of management or the Human Resources Manager.

II.   Open-Door Communication

Our policies are based on open-door practices and open communication. You may deal directly with your Project Lead and other members of management up to and including the Executive Director regarding your employment or other matters that concern you. One of the important goals of the Tor Project, Inc., is to see that these direct channels of communication are open and the process is responsive to your needs. We hope you will feel free to avail yourself of this communications policy.