

Employee Political Activity

OPERATIONAL POLICY STATEMENT

An employee may not use College equipment, materials, buildings, or other resources to influence the outcomes of elections or use the authority of his/her position to influence the vote or political activities of any employee or student. Examples include:

- Stating or implying, orally or in writing, that the employee is speaking on behalf of the College on a political or electoral issue.
- Using College property, equipment, supplies or other resources (including phones, mail service, photocopiers, email accounts, stationery, or other items paid for by the College) for political or electoral advocacy.
- Engaging in campaign activities during regularly scheduled work hours.
- Posting campaign signs for any candidate or ballot initiatives or referendums on College buildings, walls and grounds (*this **excludes** students residing in the College's residence halls*).

This operational policy does not preclude the discussion and study of political issues or the study of political literature, pamphlets, or campaign material when appropriate to the curriculum.

The College may rent or lease its facilities to partisan or ballot measure groups on the same basis and conditions as other groups who are permitted to rent or lease its facilities under a Facilities Use Agreement. During the period of rental or lease, the group may post signs on walls or fences of the facility space being rented or leased.

OPERATIONAL POLICY HISTORY

Formerly Policy 2.7.7 Employee Political Activity, Adopted 3/20/2012

Renumbered to Policy 2.39 in 10/2014

Revised to "Operational" Policy 3/5/2021
