

FAYETTEVILLE STATE UNIVERSITY

POLITICAL ACTIVITIES CANDIDACY FOR ELECTIVE OFFICE HOLDING ELECTIVE OR APPOINTIVE PUBLIC OFFICE

Authority:	Issued by the Board of Trustees. Changes or exceptions to administrative policies issued by the Board of Trustees may only be made by the Board of Trustees.
Category:	Employment Employees Exempt from the State Human Resources Act
Applies to:	●Administrators ●EHRA Faculty ●EHRA Non-Faculty
History:	Approved – March 29, 2018
Related Policies:	● <i>Political Activities of Employees</i> [UNC Policy #300.5.1] ● <i>Candidacy/Office-holding (Elective and Appointive Public Office)</i> [UNC Policy #300.5.2] ● <i>Free Speech and Free Expression within the University of North Carolina</i> [UNC Policy #1300.8]
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I. INTRODUCTION

The University of North Carolina System recognizes that University employees retain the rights and obligations of citizenship provided in the Constitution and laws of the State of North Carolina and the Constitution and laws of the United States of America. Employees are encouraged to exercise fully and freely their right to participate or refrain from participating in political processes without fear of penalty or reprisal, consistent with the University's commitment to encouraging the full freedom, within the law, of inquiry, discourse, teaching, research, service, and publication.

Certain types of activities by University employees related to political processes, however, may be incompatible with the general responsibilities of employment or with the particular responsibilities of University employment. Thus, the University of North Carolina Board of Governors has adopted policies related to the political activities of employees and to candidacy and officeholding for elective or appointed public offices. The policies apply to all University of North Carolina employees who are exempt from the State Human Resources Act. All such faculty and staff members are required to be familiar with and observe those policies. Failure to do so is deemed resignation from University employment in some circumstances and may lead to disciplinary action or dismissal in other circumstances.

II. POLITICAL ACTIVITIES

“Political activity” shall mean actions directed toward the success or failure of a candidate for public office, political party, or partisan political group including, but not limited to, campaigning, political management, and soliciting financial contributions for political purposes.

Nothing stated in this policy prohibits, or otherwise limits, teaching, inquiry, classroom discussion or discourse concerning political issues, including campaigns, candidates, political groups or issues in campaigns for public office, that are within the subject matter of any academic program, course, curriculum, or study.

A. Impermissible Activities

An employee may not engage in the following:

1. Participate in political activity while on duty;
2. Use the authority of his or her position, University funds, services, supplies, equipment, information technology resources, vehicles, or other University property, to endorse, campaign for, secure support for or oppose any candidate, political party, partisan political group, referendum, or issue in an election, or affect the results thereof; or
3. Make any promise of preferential treatment (or actually confer such preference) or make any threat of detrimental treatment (or actually impose such detriment) to any person, including with respect to any condition or incident of employment over which the employee has authority, control, or influence, for purposes of inducing support of or opposition to any candidate for public office, political party, or partisan political group.

In addition to the restrictions set forth above, a senior officer may not:

1. Solicit, accept, or receive financial contributions from other persons or organizations on behalf of any candidate for partisan political office or the campaign committee of any candidate for partisan political office; or
2. Endorse or oppose a candidate for partisan political office or a candidate for political party office in a political advertisement, broadcast, campaign literature, or similar material.

A “senior officer” is defined as the chancellor, and the senior academic and administrative officers (SAAO) who are at the rank of vice chancellor, provost, dean, and other positions of equivalent rank and responsibility.

B. Permissible Activities

An employee may engage in political activity to the extent not expressly prohibited by law or applicable policy. Permissible activities include, but are not limited to:

1. Registering, voting, and otherwise participating in elections;
2. Becoming a candidate for and holding public office in accordance with University policy;
3. Expressing opinions privately and publicly on political subjects;
4. Participating in political organizations;

5. Participating in political campaigns;
6. Engaging in political management; and
7. Soliciting, accepting, receiving, and making financial contributions for political purposes to political parties, partisan political groups, and campaign committees of candidates for public office.

III. POLITICAL CANDIDACY OR OFFICEHOLDING

Employees who intend to run for or hold any elective or appointive public office, whether part-time or full-time, must comply with the UNC Board of Governors policy - *Candidacy/Office-holding (Elective and Appointive Public Office)*. This may require that before becoming a candidate or holding political office, the employee must make disclosures and receive approvals on a prescribed schedule. Failure to follow these directives constitutes a violation of the terms and conditions of university employment and may result in disciplinary action.