



## Political Activity

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### 1.0 POLICY

This policy implements the civic responsibility of every County employee regarding the political activity of County employees, officers and agents.

### 2.0 DEFINITIONS

None.

### 3.0 PROCEDURE / RULE

**3.1** Every employee of Lee County has a civic responsibility to support good government by every available means and in every appropriate manner in accordance with the constitution and laws of the State of North Carolina and the constitution and the laws of the United States of America. However, while on duty, no employee of Lee County shall:

- A.** Engage in any political or partisan activity.
- B.** Use official authority or influence for the purpose of interfering with or affecting the result of an election or a nomination for office;
- C.** Be required as a duty or condition of employment, promotion, or tenure of office to contribute funds for political or partisan purposes;
- D.** Use county funds, supplies, equipment, uniforms, the County logo or seal for partisan or political purposes; or
- E.** Coerce or compel contributions for political or partisan purposes by another employee of the County.

**3.2** Candidates running for public offices shall be received and treated with respect. For the purpose of this section, employees who are on authorized breaks or on lunch periods shall not be deemed to be on County time.

**3.3 Permissible Activities:** Nothing in this policy shall be construed to prevent any employee from becoming or continuing to be a member or officer of a political party; while off duty from attendance at a political meeting; or from enjoying freedom from all interference in casting his/her vote. While off duty, employees may:

- A.** Take active part in any political campaign, wear or distribute badges, distribute pamphlets or handbills favoring or opposing any candidate for nomination or election to public office. Employees may place political or partisan bumper stickers on their private vehicles. Employees may place political and partisan signs on their private property as long as they comply with relevant sign requirements.
- B.** Attend political or partisan meetings; advocate or support issues or candidates of their choice, including donations and the use of their personal names in an advertised list of supporters.
- C.** Vote in political or partisan elections.
- D.** Solicit voluntary contributions or donations to partisan or political purposes from another employee, but not in the workplace.
- E.** Be an affiliate, member, or other officer in a political or partisan civic organization; however, the employee may not while on duty, or in the work place, carry out any duties either as a volunteer or an officer.

**3.4 Hatch Act:** Employees subject to the Hatch Act may not be candidates for elected office in a partisan election.

**3.5 Violation:** Any employee in violation of this policy shall be subject to disciplinary action up to and including dismissal.

#### **4.0 APPENDIX / APPENDICES**

None.