

Board of Trustees of the Nebraska State Colleges

Personnel

POLICY
NAME: Political Activities

POLICY
NUMBER: 5005

A. PURPOSE

To establish policies related to employee participation in political activities.

B. DEFINITIONS

None

C. POLICY

1. Full Right of Citizens

- 1.1. Employees enjoy the full right of citizens to participate in the political life of the State of Nebraska and the United States. The welfare of the State College System, however, requires that each employee perform their duties without the interference of outside activities.
- 1.2. Unless specifically restricted by a federal law or any other state law, no employee shall be prohibited from participating in political activities except during office hours or when otherwise engaged in the performance of their official duties.

2. Part-Time Public Office

- 2.1. An employee contemplating filing as a candidate for any part-time public office or entering upon the performance of the duties of and part-time public office, to which the employee may be elected or appointed, shall notify the College President or the Chancellor. The President or Chancellor will, in cooperation with the employee, determine to what extent such political activities will interfere with the employee's regular duties and to decide to what extent the employee's duties and compensation shall be curtailed.
- 2.2. The criteria to be used in determining the extent to which such political activities might interfere with the performance of regular duties of the employee shall be:

- The time that they will be required to devote to such political activities during the period assigned for the performance of their job duties;
 - The time which, in the absence of political activities, would be devoted to their job duties; and
 - The duration of such political activities and duties.
- 2.3. The curtailment of an employee's duties, FTE and compensation shall follow the principle that adjustments in duties and compensation shall be commensurate with the degree of interference with the employee's regular duties.

3. Full-Time Public Office

- 3.1. Employees seeking a full-time public office shall be required to take a leave of absence without pay during the time they are a candidate for either the primary or general elections.
- 3.2. Such leaves of absence shall commence no later than the date on which a candidate must file for that office.
- 3.3. In the event the employee shall be elected or appointed to a full-time public office, they must resign their position effective on the date of commencing their new office.
- 3.4. Employees paid with federal funds will be covered by the provisions of the Hatch Act.

FORMS/APPENDICES:

None

SOURCE:

Legal Reference: Neb. Rev. Stat. 20-160 Employees of state or political subdivisions; prohibited from political activities during office hours, while performing official duties, or while wearing a uniform

Policy Adopted: June 1993

Policy Revised: June 2006, March 2023