

# PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5005**

**Political Activities; State College Employees**

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## **BOARD POLICY**

Employees of the State College System 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 State College duties without the interference of outside activities. Unless specifically restricted by a federal law or any other state law, no employee of the State College System shall be prohibited from participating in political activities except during office hours or when otherwise engaged in the performance of his or her official duties.

The following policies, therefore, will apply to employees engaging in political activity.

### **Part-Time Public Office**

An employee of the State College System, contemplating filing as a candidate for any part-time public office, or entering upon the performance of the duties of any part-time public office to which the employee may be elected or appointed, shall notify the campus President or the Chancellor, as appropriate, to 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.

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:

- a) the time that he or she will be required to devote to such political activities during the period assigned for the performance of State College duties;
- b) the time which, in the absence of political activities, would be devoted to State College duties, such as administrative, class, laboratory, research, counseling, meeting schedules, necessary preparation for the performance of such duties, etc.; and
- c) the duration of such political activities and duties.

The curtailment of an employee's duties and compensation shall follow the principle that adjustments in duties and compensation shall be commensurate with the degree of interference with an employee's regular duties.

### **Full-Time Public Office**

Employees seeking a full-time public office shall be required to take a leave of absence without pay during the semester in which they shall be a candidate for either the primary or general elections. Such leaves of absence shall commence no later than the date on which a candidate must file for that office. If the operation of the department requires, the chair may request such candidate to take a leave of absence starting with the opening of the semester in which such election is to be held. Leaves of absence taken for political purposes shall be for the balance of the semester during which such leave is started. In the event the employee shall be elected or appointed full-time public office, he or she must resign his or her position with the State College System effective on the date of commencing his or her new office.

State College positions supported by federal funds, and such employees in those positions, will be covered by the provisions of the Hatch Act.

Legal Reference: RRS 20-160

Employees of state or political subdivisions; prohibited from political activities during office hours, while performance official duties, or while wearing a uniform

Policy Adopted: 6/5/93

Policy Revised: 6/2/06