

Board of Trustees of the Nebraska State Colleges

Personnel

POLICY NAME: ~~Political Activities; State College Employees~~ Political Activities

POLICY NUMBER: 5005

A. PURPOSE

To establish policies related to ~~employee~~the participation in political activities ~~for Nebraska State College employees.~~

B. DEFINITIONS

None

C. POLICY

1. Full Right of Citizens

1.1 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 System~~their duties without the interference of outside activities.

1.2 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~~their official duties.

2. Part-Time Public Office

2.1 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~~College President or the Chancellor. ~~The President or Chancellor will, in cooperation with the employee, 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.~~

- 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 ~~he or she~~they will be required to devote to such political activities during the period assigned for the performance of State College Systemtheir job duties;
 - ~~The time which, in the absence of political activities, would be devoted to State College System~~their job duties; ~~such as:~~
 - ~~Administrative;~~
 - ~~Class;~~
 - ~~Laboratory;~~
 - ~~Research;~~
 - ~~Counseling;~~
 - ~~Meetings schedules; or~~
 - ~~Necessary preparation for the performance of such duties.~~
 - 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 an 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 semester time in which they shall beare 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 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.~~
- ~~3.4 Leaves of absence for political purposes shall be for the balance of the semester during which such leave is started.~~
- 3.35 In the event the employee shall be elected or appointed to a full-time public office, ~~he or she~~they must resign ~~his or her~~their position with the State College System effective on the date of commencing ~~his or her~~their new office.
- 3.46 ~~State College System positions supported by~~Employees paid with federal funds, ~~and such employees in these positions,~~ 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 ~~performance~~ performing official duties, or while wearing a uniform

Policy Adopted: June 1993

Policy Revised: June 2006; [MarchMay 2023](#)