

Partnership for Children of Cumberland County, Inc.
Human Resources Policies and Procedures

Employment Information – Rules of Conduct
Section 517 – Political Activity

1. General Information

- a. Employees are free to inform themselves and vote as they wish on all political issues.

2. Policies

- a. Political activities must be maintained external to the Partnership for Children of Cumberland County, Inc.'s (PFC) offices and must not be associated with the employee's position or conducted in any way which could be understood to be an expression of PFC policy or preference. Political activity does not include discussions on protected topics such as right-to-work legislation.
- b. Employees may not:
 - 1. take any active part in managing a campaign, or campaign for political office, or otherwise engage in political activity during actual working time or within any period of time when they are expected to perform services for which they receive compensation from PFC;
 - 2. use the authority of their position, or utilize PFC funds, supplies, or equipment, to secure support for or oppose any candidate, party or issue in a partisan selection involving candidates for office or party nomination, or affect the results thereof; and
 - 3. promise rewards, threaten loss of job or coerce any employee to support or contribute to any political issue, candidate or party.
- c. Violation of this policy is grounds for disciplinary action up to and including termination of employment as provided for in Section 502.

3. Exclusion

- a. Nothing in this policy is intended to interfere with employees' rights to engage in concerted activity to address or improve working conditions.