



Guidelines for Political Activities

Being a University employee does not mean you lose your constitutional rights to participate in the political process; however, you must be aware of the regulations involving political activity. This Ram Right summarizes the laws and policies surrounding political activities of employees.

1. No employee may engage in political activity while on duty. Political activity includes any action directed toward the success or failure of a candidate or political party. This includes campaigning or taking an active part in managing a campaign.
2. Due to potential conflicts of interest or time, all EHRA employees (Faculty and EHRA Non-Faculty) becoming candidates or holding political offices must make disclosures and receive approvals. Failure to do so may result in loss of employment.
3. Community service leave may only be used for working inside a polling facility in an unpaid non-partisan role. If the employee is receiving payment for such activities or is distributing candidate information, then appropriate leave must be used.
4. Voting is not allowed as work time. Employees must use appropriate leave for hours missed during the regular work schedule for voting purposes.
5. No employee may use an employment position to support or oppose any candidate or issue in an election. No employee may coerce another employee to support a candidate or political party or to change the party designation of their voter registration.
6. No individual or group may use state or University funds, services (including mail and email service), supplies, equipment (including telephones, computers, photocopiers, and fax machines), vehicles, or other University property to secure support for, or to oppose, any person or issue in any election.
7. No EHRA employee (Faculty and EHRA Non-Faculty) may offer or grant preferential/detrimental treatment to support or oppose a candidate, political office, or political group.

For more information please see the [WSSU Policy](#). The underlying [UNC System Policy](#).