Policy 5.3

Political Activities of College Employees Policy

As an individual, each employee of the College retains all rights and obligations of citizenship provided in the Constitution and laws of North Carolina and the Constitution and laws of the United States. Therefore, the Board of Trustees encourages employees of the College to exercise their rights and obligations of citizenship.

Except for the President, the following criteria shall control the political activities of College employees:

- Any employee who decides to run for a public office shall notify the Board of Trustees through the President of his/her intent to run and certify that he/she will not campaign or otherwise engage in political activities during his/her regular work hours or involve the College in his/her political activities.
- Any employee, who is elected to a part-time office, shall certify through the President to the Board of Trustees that his/her office will not interfere with his/her carrying out duties of his/her position with the College, or request leave.
- Any employee, who is elected or appointed to a full-time public office or the General Assembly, shall be required to take a leave of absence without pay upon assuming that office. The length of the leave of absence shall be determined by the local Board of Trustees.
- Any employee who becomes a candidate for public office shall be prohibited from soliciting support during his/her regular work hours. The employee in question is prohibited from soliciting support on College property unless otherwise authorized by the local Board of Trustees.

<u>Political Activities of College Presidents</u>

- Any college president, who decides to run for public office, shall notify the local Board of Trustees of his/her intention to run and certify that he/she will not campaign or otherwise engage in political activities during his/her regular work hours or involve the College in his/her political activities.
- Any college president, who is elected to a part-time public office, shall certify to the local Board of Trustees that his/her office will not interfere with his/her carrying out the duties of his/her position with the College, or request leave.
- Any college president, who is elected or appointed to a full-time public office or the General Assembly, shall be required to take a leave of absence without pay upon assuming that office. The length of the leave of absence shall be determined by the local Board of Trustees.

- Any college president, who is a candidate for public office, is prohibited from soliciting support during his/her regular work hours. The president in question is prohibited from soliciting support on college property unless otherwise authorized by the local Board of Trustees. The authorization must be on a case-by-case basis.
- The local Board of Trustees shall notify the State Board if the college president should become a candidate for public office or if the college president is elected or appointed to a public office.

Definitions as Used in this Policy

- Public office means any national, state or local governmental position of public trust and responsibility, whether elective or appointive, which is created or prescribed or recognized by the constitution, statute, or ordinance.
- Membership in the General Assembly is a full-time public office under this policy.

References

Legal References: *1C SBCCC 200.94*

SACSCOC References: *Enter SACSCOC references here*

Cross References:

History

Senior Staff Review/Approval Dates: *11/6/13*

Board of Trustees Review/Approval Dates: *02/02/1993*

Implementation Dates: *Enter date(s) here*