

Political Activity

Number: B-8

Revision: 3

Effective Date: 12-01-2018

1.0 POLICY

In accordance with Chapter 21 of the City of Greensboro Code of Ordinances, the City defines the conditions of allowable political activity.

2.0 PURPOSE

The City believes that effective and efficient services to the residents can best be provided in an environment that is free from undue political influence and pressure. To this end, the City Council in Chapter 21 of the City of Greensboro Code of Ordinances has placed some limitations on the political activity of employees. This ordinance and policy are designed to protect employees from concerns about job security based on political affiliation or the exercise of permissible activities in the political process. This policy explains what political activity is, and is not, permissible for employees.

3.0 SCOPE

This policy applies to all officers, agents and employees of the City of Greensboro.

4.0 DEFINITIONS

None

5.0 ORGANIZATIONAL RULES

5.1 General Provisions - In accordance with Chapter 21 of the City of Greensboro Code of Ordinances, City officers, agents, and employees of the City:

- A. Shall not become a candidate for nomination, election, or appointment to political office for a position in the City of Greensboro or Guilford County.
- B. While on duty or in the work place shall not:
 - 1. Use their official authority or influence for the purpose of interfering with or affecting the results of an election or nomination for political office
 - 2. Coerce, solicit, or compel contributions for political or partisan purposes by another employee
 - 3. Actively campaign for a candidate or for a partisan issue; or
 - 4. Wear political badges, clothing, or other articles.

C. Shall not be required as a duty or condition of employment, promotion, or tenure of office to contribute funds for political or partisan purposes.

D. Shall not use city funds, supplies, equipment, office uniforms, the City logo, or seal for partisan or political purposes.

5.2 Permissible Activities

A. Nothing in this policy shall be construed to prevent any employee from becoming or continuing to be a member or officer of a political party or, while off duty, from attending a political meeting; or from enjoying freedom from all interference in casting his/her vote.

B. While off duty, employees may:

1. Take an active part in any political campaign, wear or distribute badges, distribute pamphlets or handbills favoring or opposing any candidate for nomination or election to public office. Employees may place political or partisan bumper stickers on their private vehicles. Employees may place political and partisan signs on their private property as long as they comply with relevant sign requirements.
2. Attend political or partisan meetings; advocate or support issues or candidates of their choice, including donations and the use of their personal names in an advertised list of supporters.
3. Vote in political or partisan elections.
4. Solicit voluntary contributions or donations to partisan or political purposes from another employee but not in the workplace.
5. Be an affiliate, member, or other officer in a political or partisan civic organization; however, the employee may not while on duty, or in the work place, carry out any duties either as a volunteer or an officer.
6. Any employee in violation of this policy shall be subject to corrective action up to and including dismissal.

6.0 PROCEDURES

6.1 Any employee who has knowledge of a violation of the provisions of this policy should immediately notify his/her supervisor.

6.2 The supervisor should immediately stop any inappropriate political activity and notify his/her chain of command of the violation and his/her actions to stop it.

6.3 The departmental management should notify the Human Resources Department and the Legal Department of the violation and of the department's response to the violation.