

Chapter 7 - Human Resources

BP 7370 -- Political Activity - Employees

Chemeketa Community College recognizes the right of employees to participate in politics or issues of community interest. When college employees are off-duty, they may participate in any lawful political activity.¹

College employees may not use their work time to promote or oppose

- a) Political candidates
- b) Ballot measures
- c) Recalls
- d) Political parties, including their committees
- e) Petitions
- f) Initiatives
- g) Referendums

Since Oregon election laws do not specify the amount of employee work time that may be used before a violation occurs, even a minimal amount of work time may be a violation.

The following list is an example of prohibited conduct by college employees and college volunteers:

1. Using college resources, such as computers, telephones, websites, or office supplies to promote or oppose items a–g listed above.
2. Posting political materials in their work area.
3. Using the college logo on letterhead to promote or oppose items a–g listed above.
4. Sending or forwarding emails that contain political advocacy material using the college's email.
5. Speaking on behalf of the college without specific written authorization from the college president/chief executive officer.

The college will post the political notice *Attention All Public Employees*, supplied by the Secretary of State's office, in employee breakrooms and other areas where it is likely to be seen by employees.

If Chemeketa makes its owned and/or controlled facilities available for political activities, equal access must be granted for all political groups to use property; this includes charging the same fee and/or requiring the same application.

¹ ORS 260.432 (See also Restrictions on Political Campaigning by Public Employees Handbook, published by Oregon Secretary of State.)

July 17, 1985

Adopted College Board of Education

March 15, 2006; February 17, 2010;

March 20, 2013; June 22, 2016;

July 24, 2019

Revised College Board of Education

References:

Former Policy Number: 2220