5.14 Political Activities of Employees

Last Revised: April 2014

Policy: The Piedmont Community College (PCC) Board of Trustees adheres to the belief that each College employee 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 of PCC encourages its employees to exercise their rights and obligations of citizenship.

Purpose/Definitions: Public office is defined as any national, state, or local governmental position of public trust and responsibility, whether elective or appointive, which is created or prescribed or recognized by constitution, statute, or ordinance.

Membership in the General Assembly is a full-time public office under this policy.

Approval Authority/Monitoring Authority: Piedmont Community College’s Board of Trustees has approval authority for this policy. The President has monitoring authority for this policy.

Procedure:
The PCC Board of Trustees has developed the following procedures in regard to political activities of the College's employees:

1. Any employee who decides to run for a public office must notify the President, who in turn will notify the Board of Trustees, of their intention to run and certify that they will not campaign or otherwise engage in political activities during their regular work hours or involve the College in their political activities.

2. Any employee who is elected to a part-time public office must certify to the President, who will notify the Board of Trustees that the office will not interfere with their carrying out the duties of their position with the College. If the duties will interfere with their normal College duties, they must request leave.

3. Any employee who is elected or appointed to a full-time public office or the General Assembly must take a leave of absence without pay upon assuming that office. The President will determine the length of the leave of absence and advise the Board of Trustees.

4. Any employee who becomes a candidate for public office will be prohibited from soliciting support during their regular work hours. The employee in question is prohibited from soliciting support on College property.

The PCC Board of Trustees has also developed the following procedures in regard to political activities of the College's President:

1. If the President decides to run for public office, the President must notify the board of trustees of the intention to run and certify that no campaigning or political activities will be engaged in during regular work hours and that the College will not be involved in the President's political activities.
2. If the President is elected to a part-time public office, the President must certify to the PCC Board of Trustees that the office will not interfere with carrying out the duties of the College presidency, or request leave.

3. If the President is elected or appointed to a full-time public office or to the General Assembly, the President must 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 PCC Board of Trustees.

4. If the President is a candidate for public office, the President is prohibited from soliciting support during regular work hours. The President is prohibited from soliciting support on College property unless otherwise authorized by the PCC Board of Trustees. The authorization must be on a case-by-case basis.

The PCC Board of Trustees must notify the North Carolina State Board of Community Colleges if the President should become a candidate for public office or if the President is elected or appointed to a public office.

Furthermore, any employee whose position is partly or fully funded by Federal funds will, in addition to the above rules, be restricted by the Hatch Act. All employees in this category will be provided with those restrictions at the time of employment.

**Legal Citation:** 1C SBCCC 200.99

**History Note:** Effective April 1974; Revised October 1988, April 1992, October 2001, April 2014