

FLATHEAD VALLEY COMMUNITY COLLEGE

Policy Manual

CHAPTER VI – HUMAN RESOURCES

SECTION 40: POLITICAL ACTIVITIES

I. POLITICAL ACTIVITIES

No college employee may use public time, facilities, equipment, supplies, personnel, or funds for any campaign activity persuading or affecting a political decision unless the use is:

- A. authorized by law; or
- B. properly incidental to another activity required or authorized by law, such as the function of an elected public official, the official's staff, or the legislative staff in the normal course of duties.

The College may not include in the pay due to any employee, the name of any candidate or any political mottoes, devices, or arguments containing threats or promises, express or implied, calculated or intended to influence the political opinions or actions of college employees. Nor shall the College exhibit any handbill or placard containing any threat, promise, notice, or information that, in case any particular ticket or political party, organization, or candidate is elected, work will cease, in whole or in part, or will be continued or increased; the College will be closed; the salaries or wages of employees will be reduced or increased; or other threats or promises, express or implied, intended or calculated to influence the political opinions or actions of employees.

No college employee may attempt to coerce, command, or require any employee to support or oppose any political committee, the nomination or election of any person to public office, or the passage of a ballot issue.

No college employee may solicit support for or opposition to any political committee, the nomination or election of any person to public office, or the passage of a ballot issue while on the job or at the place of employment.

II. UNCOMPENSATED LEAVE

Employees may be granted uncompensated leave during campaigning and/or during actual service in an elective or appointive office.

III. REDUCTION OF WORKLOAD

Employees may be granted an uncompensated reduction of workload during campaigning and/or actual service in an elective or appointive office.

IV. PUBLIC AFFAIRS

All College personnel are encouraged to fulfill their civic responsibilities by engaging in community public activities compatible with their obligations to the College. Employees will speak and act as private citizens at such activities unless specifically authorized to do otherwise by the President.

REFERENCES: Section 2-2-101-144, 13-35-226; 39-2-104 M.C.A.

*History: Adopted November 12, 1986; Revised July 27, 1992; Revised October 22, 2001; Revised May 18, 2009; Revised November 23, 2015; Revised July 22, 2019; Reviewed December 19, 2022