

5.14 Political Activities of Employees

Last Revised: October 2023

Policy: The Piedmont Community College (PCC) Board of Trustees encourages its employees to exercise their rights and obligations of citizenship through participation in political activities.

Purpose/Definitions:

Purpose

The purpose of this policy is to encourage employees to exercise their rights and obligations of citizenship provided in the Constitutions and laws of the United States and the State of North Carolina.

Definitions

Hatch Act—a federal law passed in 1939 that limits certain political activities of employees who work in connection with federally funded programs, to ensure that federal programs are administered in a nonpartisan fashion (<https://osc.gov/Services/Pages/HatchAct.aspx>).

Public office—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.

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:

Section 1: Political Activities of College Employees (Except the College President)

- 1.1. 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.

- 1.2. 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.
 - 1.2.1. If the duties will interfere with their normal College duties, they must request leave.
- 1.3. 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.
 - 1.3.1. The President, in collaboration with the Board of Trustees, will determine the length of the leave of absence.
- 1.4. Any employee who becomes a candidate for public office will be prohibited from soliciting support during their regular work hours.
 - 1.4.1. The employee in question is prohibited from soliciting support on college property unless otherwise authorized by the PCC Board of Trustees.

Section 2: Political Activities of the College President

- 2.1. 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.
- 2.2. 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.
 - 2.2.1. If the duties will interfere with their normal College duties, they must request leave.
- 2.3. 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.
 - 2.3.1. The length of the leave of absence shall be determined by the PCC Board of Trustees.
- 2.4. If the President is a candidate for public office, the President is prohibited from soliciting support during regular work hours.

2.4.1. The President is prohibited from soliciting support on college property unless otherwise authorized by the PCC Board of Trustees.

2.4.1.1. Each activity must be authorized on a case-by-case basis .

2.5. 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.

Section 3: Hatch Act

3.1. 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.

3.1.1. All employees in this category will be provided with those restrictions at the time of employment.

Legal Citation: [Hatch Act](#); [1C SBCCC 200.99](#)

History: Effective April 1974; Revised October 1988, April 1992, October 2001, April 2014, November 2021, October 2023