

POLITICAL ACTIVITY

University employees, as citizens, have the right to engage in political activity. However, no employee may involve the institution's name, symbols, property, or supplies in political activities. If employees speak publicly on matters of public interest and are identified by their name and position with the University, they should make every effort to make it clear that the employee's comments or opinions are those of the employee and not the University.

Any employee who intends to seek public office or to assume a major role in a political campaign is obligated to discuss his/her plans with his/her supervisor. If the supervisor determines that the activity will impinge to any extent upon the full discharge of the employee's responsibilities to the University, including, but not limited to, any actual or perceived conflict of interest, the plans shall be reviewed through regular administrative channels to the Chancellor or chief executive officer for each campus, division or unit, after consultation with the General Counsel's Office, for a determination of work-load and salary adjustment. Such determination shall be reported to and subject to review by the President.

Activities which require part- or full-time services, and for which more than token compensation is received, will require a reduction of work-load and pay, leave-of-absence, or resignation, depending upon the extent of the activity.

In engaging in political activities, employees shall abide by applicable law. This shall include, without limitation:

- not devoting any time or labor during usual office hours toward the campaign of any candidate for office or for the nomination to any office including the gathering of signatures for a nominating petition;
- not circulating an initiative or referendum petition or soliciting signatures on any initiative or referendum petition in any public office or during the usual office hours of the University or while on duty for the University;
- not coercing, by threats or otherwise, any public employee into devoting time or labor towards the campaign of any candidate for office or for the nomination to any office;
- not using any office or room furnished at public expense to distribute any letters, circulars or other campaign materials unless such office or room is regularly used by members of the public for such purposes without regard to political affiliation;
- not to use for campaign purposes any item of personal property provided with public funds; "campaign materials" and "campaign purposes" refer to the campaign

of a candidate for public office and efforts to support or oppose a ballot measure, except as provided in Ark Code Ann 7-1-111;

- not to assess any public employee for any political purpose whatever or to coerce, by threats or otherwise, any public employee into making a subscription or contribution for any political purpose;
- not to place any campaign banners, campaign signs, or other campaign literature on any cars, trucks, tractors or other vehicles belonging the University.

Any approved political activities of an employee must be taken on personal time by taking annual leave with approval of the employee's supervisor.

Nothing in this policy shall prohibit the Board from engaging in government speech, provided, that the expenditure of public funds to support or oppose a ballot measure is prohibited except as permitted by Ark Code Ann. 7-1-111(c).

March 30, 2016 (Revised)

May 21, 2015 (Revised)

March 7, 1975