TREASURE VALLEY
COMMUNITY COLLEGE

BP 7370 Political Activity - Employees

References:
ORS 260.432

Employees shall not use TVCC funds, services, supplies or equipment, or engage in political activities during work hours, to urge the passage or defeat of any ballot measure, petition, candidate, or political committee, including, but not limited to, any candidate for election to the Board of Education.

This policy prohibits political activity while on the job during an employee's working hours but shall not be construed to prohibit an employee from urging the support or defeat of a ballot measure, election petition, candidate, or political committee during non-working time. This policy does not restrict the right of employees to express personal political views. Employees who express personal opinions in any public manner or on social media may do so as long as they do not purport to speak on behalf of the College.

No public official (including elected officials) may require an employee to engage in political activities at any time.

The College encourages participation by college employees in various community and public affairs. Before an employee becomes a candidate for any public office, the employee is encouraged to discuss the candidacy with his/her supervisor and the President for informational purposes.

While on the job during working hours does not include periods of time during which an employee is taking time off for a meal break or rest break, or periods of time during which an employee is utilizing otherwise allowable time off in accordance with Oregon labor laws.

Adopted: 06/18/24