

Restriction on Political Activity

Human Resources Policy- #103

Policy:

Every Employee of Davidson County has a civic responsibility to support good government by every available means and in every appropriate manner. Any Employee may join or affiliate with civic organizations of a partisan or political nature, may attend political meetings, may advocate and support the principles or policies of civic or political organizations in accordance with the Constitution and Laws of the United States of America and by the Constitution and Laws of State of North Carolina.

While on duty, no Employee of Davidson County shall:

- Engage in any political or partisan activity
- Use official authority or influence for the purpose of interfering with or affecting the result of an election or a nomination for office
- Be required as a duty of employment or as a condition of employment, promotion or tenure of office to contribute funds for political or partisan purposes
- Coerce or compel contributions for political or partisan purposes by another Employee of the County
- Use funds, supplies or equipment of the County for political or partisan purposes.

Employees subject to the North Carolina Human Resources Act and Employees in certain federally aided programs are subject to the Hatch Act as amended in 2013. This Federal Act prohibits candidacy for elective office in a partisan election by Employees in positions that are financed by Federal funds.

Violations of this policy will subject employees to disciplinary action, up to and including Termination.

Scope:

This policy applies to all employees.

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Document Change Record

Revision	Description
9-11-2023	Revised