

## **2-25 Political Activities of Employees (1C SBCCC 200.99)**

As an individual, each employee of College of The Albemarle retains all rights and obligations of citizenship provided in the Constitution and laws of North Carolina and the Constitution and laws of the United States. Therefore, the State Board of Community Colleges and the Board of Trustees encourages employees of the college to exercise their rights and obligations of citizenship.

The Board of Trustees adopts the following policies for college employees:

### **Political Activities of Employees**

1. Any employee, who decides to run for a public office, shall notify the Board of Trustees through the President of their intention to run and certify that he or she will not campaign or otherwise engage in political activities during regular work hours or involve the college in his or her political activities.
2. Any employee, who is elected to a part-time public office, shall certify through the President to the Board of Trustees that the office will not interfere with carrying out the duties of his or her position with the college, or the employee will request leave.
3. Any employee, who is elected or appointed to a full-time public office or the General Assembly, shall be required to take a leave of absence without pay upon assuming that office. The Board of Trustees shall determine the length of the leave of absence.
4. Any employee who becomes a candidate for public office shall be prohibited from soliciting support during his or her regular work hours. The employee in question is prohibited from soliciting support on college property unless otherwise authorized by the Board of Trustees.

### **Political Activities of the President**

1. If the President decides to run for public office, he or she shall notify the Board of Trustees of their intention to run and certify that he or she will not campaign or otherwise engage in political activities during regular work hours or involve the college in political activities.
2. If the President is elected to a part-time public office, he or she shall certify to the Board of Trustees that the office will not interfere with the carrying out of the duties of President, or the President will request leave.

3. If the President is elected or appointed to a full-time public office or the General Assembly, he or she will be required to take a leave of absence without pay upon assuming that office. The Board of Trustees shall determine the length of the leave of absence.
4. The President, if a candidate for public office, is prohibited from soliciting support during regular work hours. The President is prohibited from soliciting support on college property unless otherwise authorized by the Board of Trustees. The authorization must be on a case-by-case basis.
5. The Board of Trustees shall notify the 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.

### **Definitions**

1. Public office means any national, state, or local governmental position of public trust and responsibility, whether elective or appointive, which is created, prescribed or recognized by constitution, statute, or ordinance.
2. Membership in the General Assembly is a full-time public office under this rule.