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Chapter: Personnel

Modification No. 001

Subject: **Political Activity**

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- I. All College employees have the right to free political expression and to participate, as individuals, in politics or political campaigns.
- II. College employees engaged in political activity shall make it clear that their actions are an expression of their own individual feelings and do not represent the College's position as an institution.
- III. While employees are encouraged and expected to assume full citizenship responsibilities by taking an active part in issues, platform development, voting, etc., they shall do this as individuals and not during times they are expected to be performing College responsibilities.
- IV. The President is authorized to establish procedures to implement this policy.

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Board Approval: September 21, 1987.

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I. Political Activity

All College employees have the right to free expression of political views; however, employment at Montgomery College does require certain restrictions on such political activity. An employee shall not:

- A. Engage in political activity during times they are expected to be performing College responsibilities;
- B. Intimidate, threaten or coerce or attempt to intimidate, threaten, or coerce any other employee for the purpose of interfering with the right of such person to vote, to make contributions, or engage in political activity as such person may choose;
- C. Obligate or pressure or attempt to obligate or pressure another employee to contribute, financially or otherwise, or to render political service to any candidate or political party;
- D. Seek or obtain or attempt to seek or obtain political contributions from subordinate employees.

II. Penalties for Violations

An employee violating any provision of this section shall be disciplined in accordance with College policies and procedures.

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Administrative Approval: September 21, 1987.