

GUIDELINES CONCERNING PARTISAN POLITICAL ACTIVITIES ON UNC CAMPUSES

N.C. General Statute, § 126-13 defines appropriate political activity on the part of State employees subject to the North Carolina Human Resources Act, setting forth that no State employee may take an active part in managing a campaign, or engaging in political activity during any period for which s/he is expected to perform work related duties for the State. The statute also prohibits the use of the title and authority of a State employee's position, or the use of State property to secure support for or to oppose any person or issue in an election. http://www.ncga.state.nc.us/enactedlegislation/statutes/html/bychapter/chapter_126.html, North Carolina Human Resources Act.

The UNC Policy Manual, Chapter 300.5.1 prohibits university employees exempt from the North Carolina Human Resources Act from engaging in partisan political activities incompatible with the general responsibilities of public employment.

<http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=s331>

Consistent with State law and these requirements:

- Each member of the University community has the right to express his/her views on any subject, including advocacy for/against political candidates or positions. However, in exercising these rights, neither the employee's position nor University resources can be used. In addition to employment obligations, reasonable time, place, and manner restrictions apply to all political activity, *e.g.*, complying with applicable university policies for the use of facilities.
- No employee may use his/her position, State or University funds, services (including mail service), supplies (including letterhead), equipment (including telephone and computers), vehicles or other University property to support or oppose a candidate. N.C.G.S. § 126-13; UNC Policy 300.5.1. No University employee may permit others to utilize State or University resources for such purposes (*however*, see note below regarding registered student organizations).
- Engagement in political campaign activities by University employees should be conducted independent of their University employment and at times when such activity does not interfere with their employment obligations to the University.
- University students may engage in partisan activities subject to reasonable time, place, and manner restrictions.
- Registered Student Organizations (RSO), as well as individuals or external organizations sponsored by a RSO, may engage in partisan political activities on the University campus as long as expenses related to the activity are borne by the candidate, political organization, or a RSO.
- Use of University resources by a RSO for partisan political activity remains limited and subject to reasonable time, place, and manner restrictions – this includes the use of University facilities and telecommunications attributes, including email.
- University facilities may be rented for political events consistent with University policies on the use of University grounds and facilities.
- A RSO-sponsored event may not be subsidized or supported by the University (*i.e.*, no University funds from any source other than the RSO funds).
- No University campus, or employee in their professional capacity, may endorse any particular party, candidate, or ideological position.
- University officials should refrain from activities that may be perceived as University endorsement of or support for a political campaign or partisan position.
- If running for or holding office, all EHRA employees (Faculty and EHRA Professionals) must comply with UNC Policy 300.5.2.

These guidelines apply explicitly to the use of public resources in support of or in opposition to partisan political activities; they are not intended to limit discussion among faculty, administrators, and other State employees regarding political or campaign issues or candidates or to limit debates at which candidates have equal time.