

TRITON COLLEGE BOARD POLICY

**BOARD OF TRUSTEES, DISTRICT 504**

**HUMAN RESOURCES**

**STAFF PARTICIPATION IN  
POLITICAL ACTIVITIES**

**POLICY 4105  
ADOPTED: 03/16/93  
AMENDED: 11/20/01**

The individual and personal rights and freedoms of College employees are no less than other citizens. These rights include voting or refraining from voting; discussing the social, political, and economic issues of the day in public meetings; participating actively in the political party of their choice by attending party functions, contributing to the support of the party, campaigning in the community for its candidates, and serving as an official in the party.

The political activity of a staff member, however, must not compromise his/her professional integrity. He/she must not misuse his/her position to pervert the academic process in the interests of his/her own political ambitions or those of a political group.

A College employee will, in sum, be free to act as he/she desires with respect to political activities of his/her choosing unless it can be shown that his/her behavior is affecting his/her professional performance in a demonstrably deleterious manner or in violation of Board policies and regulations.

Therefore:

1. College employees engaging in political activity will make it clear that they are speaking and acting as individuals and that they do not represent the College nor the views of the Board of Trustees.
2. College employees will not engage in political activity during working hours unless on vacation or personal leave, nor will an employee use the college's facilities or equipment for political purposes at any time. Regulations for the use of College buildings or grounds are the same for employees as they are for other citizens.