




TOWN OF MOORESVILLE ADMINISTRATIVE POLICY

Title: Political Activity	Staff Affected: Regular Full-Time and Regular Part-Time Personnel References: None
Approved By:  <hr/> Town Manager	Approved: July 10, 2023 Effective: July 10, 2023 Rescinds: AP-HR-015 (Effective August 2, 2021) Policy Index #: AP-HR-015

1.0 SUPPLEMENTS G.S. 160A-169

2.0 DEFINITIONS **On-Duty** – that time period when an employee is engaged in the duties of his or her employment.

Workplace – any place where an employee engages in his or her duties.

3.0 POLICY This policy establishes guidelines for the political activities of employees. It is the policy of the Town of Mooresville to encourage and support good government.

3.1 On-Duty Activities

No employee, while on duty or in the workplace shall:

- 3.1.1 Engage in any political or partisan activity;
- 3.1.2 Use his or her authority to influence for the purpose of interfering with, or affecting the result of a nomination or an election for political office, or;
- 3.1.3 Coerce, solicit, or compel contributions from another employee of the Town for political or partisan purposes.

3.2 Off-Duty Activities

Each employee may join or affiliate with civic organizations of a partisan or political nature, may attend political meetings, and may advocate and support the principles of policies of civic or political organizations in accordance with the Constitution of the United States.

3.3 General Provisions

- 3.3.1 No employee may be required as a duty of employment, or as a condition for employment, promotion, or tenure of office to contribute funds for political or partisan purposes. No employee shall be subject to political or partisan coercion while performing job duties.

- 3.3.1 No employee may use Town funds, supplies, or equipment of the Town for political or partisan purposes, except where such political uses are otherwise permitted by law.
- 3.3.2 An employee cannot be a candidate for, or hold a seat on, the Town Board.
- 3.3.3 Violations of this policy can subject the employee to discipline action up to and including dismissal.

4.0 ATTACHMENTS

None.