



Angelo State University
Operating Policy and Procedure

OP 52.36: Political Activities of University Employees

DATE: April 19, 2018

PURPOSE: The purpose of this Operating Policy and/or Procedure (OP) is to establish the university's policy on the political activities of its employees.

REVIEW: This OP will be reviewed in March every three years, or as needed, by the director of human resources with recommended revisions forwarded through the vice president for finance and administration to the president by April 15th of the same year.

POLICY/PROCEDURE

1. Policy

Employees have the rights of freedom of association and political participation guaranteed by the federal and state constitutions, subject to some specific limitations:

- a. Except as authorized by state or federal law, no office or employee shall expend or use, or authorize the expenditure or use, of any TTU system funds or other resources for the purpose of influencing the outcome of any election, or the passage or defeat of any legislative measure.
- b. Employees may not use official authority or influence to affect the result of an election or to achieve any political purpose.
- c. Employees may not coerce, command, restrict, or prevent contributions to candidates or political organizations.
- d. Employees are permitted to testify on their own behalf on their own time, or during working hours on behalf of the agency, in support of or in opposition to specific legislation.
- e. State employees are not allowed to be employed as paid lobbyists. Appropriated funds may not be used as compensation to employees who are required by Chapter 305 of Texas Government Code to register as lobbyists. Appropriated funds may not be used to pay membership fees in organizations that pay all or part of the salary of a person required by Government Code to register as a lobbyist.
- f. The use of state-owned or state-leased vehicles to support the candidacy of a person running for office is prohibited.

Violators may be subject to immediate termination for gross misconduct.