

## **Policy Title: Political Activities**

**Impact:** Employees

**Responsibility:** Human Resources

**Effective Date:** 07/28/93

**Last Update:** 03/25/15

**Relates to Procedure:**

**Legal Citation(s):**

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### **I. Policy Narrative**

North Idaho College recognizes that its employees are both integral members of the educational institution and private citizens. When they speak or write as private citizens, they should be free from institutional censorship or discipline. However, employees should make every effort to indicate that they do not speak for North Idaho College, neither by using college stationery nor by identifying NIC in their statement or with their signature including electronic correspondence in accordance with NIC Policy 3.08.02 Section 3, Uses Not Allowed.

Neither the board of trustees nor any North Idaho College officer is to prevent, threaten, harass, or discriminate against any NIC employee who chooses to run for public office. Employees may campaign freely, consistent with the board's policies that prohibit any campaign activities during duty hours. Requests for leave of absence to campaign for public office are considered on an individual basis.

North Idaho College employees who are elected to the state legislature will be granted a leave of absence without pay from the day before the opening of a regular session or special session of the legislature to the day after the close of session.

Leave and pay status of NIC employees who are elected to part-time municipal or county offices will be determined by the college president in consultation with the employee's supervisor and supervising member of President's Cabinet, and approved by the board on an individual basis.

North Idaho College employees have a right to join, without fear of reprisal, any professional association or labor organization, including those concerned with employee representation.