

Political Activities

Policy Number:

V.11.01

Reason for Policy:

This policy expresses the University's position on political activities of employees.

Entities Affected by this Policy:

All employees of the university.

Responsible Office:

For questions about this policy, please contact the Office of Government and Community Relations at 541-346-5020

Website Address for this Policy:

<https://policies.uoregon.edu/vol-5-human-resources/ch-11-human-resource...>

Enactment & Revision History:

25 February 2016 - Renumbered as UO Policy V.11.01 and related resource to ORS Chapter 260 added

02 September 2015 - Technical revisions enacted by the university secretary

22 March 2015 - Sections B and C (former OARs 580-022-0015 and 0020) amended by the university president upon recommendation of the university senate

01 July 2014 - Became a University of Oregon Policy by operation of law

Former Oregon Administrative Rule Chapter 580 Division 22, Sections 0010-0020

Policy:

A. Public Political Activities and Campaigning

(1) In accordance with state law (ORS 260.432) and subject to limited exceptions, employees may not -solicit any money, influence, service or other thing of value or otherwise promote or oppose any political committee; promote or oppose the nomination or election of a person to a public office; promote or oppose the filing of an initiative, referendum or recall petition; promote or oppose the gathering of signatures on an initiative, referendum or recall petition; or promote or oppose the adoption of a measure or the recall of a public office holder while on the job during working hours. This section does

~~not restrict the right of a public employee to express personal political views. Although there is no prohibition against active participation by University employees in various community and public affairs, it is expected that time given to such activities shall not interfere with the duties of the employees concerned.~~

(2) No employee shall take action that might be construed as committing the institution or the Board to a position on public issues.

B. Candidates for Public Office

(1) ~~In accordance with the Oregon Constitution, it~~ is uU university policy to allow employees to seek political office and to serve in the event of election. Before an employee shall become a candidate for any public office, whether for a salaried or nonsalaried position, the employee is expected to consult with the President ~~or designee.~~

(2) Political activity shall in no way interfere with the performance of the major duties prescribed by the uU university.

(3) Because circumstances under which a campaign is conducted will vary widely depending on the nature of the elective office and the extent of opposition, the determination of whether an employee may continue full-time duties while conducting or engaged in a campaign rests with the employee's President ~~or designee.~~ In the event of election to the State Legislature, an employee normally will be placed on leave of absence without pay during the period of full-time responsibility. If elected or appointed to a full-time salaried office, the employee may be placed on leave of absence without pay during the term of office or may be required to resign.

C. Relationships with ~~State Government~~ Bodies and Policymakers

(1) Except for the President and designees, no employee of the University is authorized to represent the uU university to the ~~government bodies including but not limited to Congress and State L~~egislature ~~or~~; its members or committees, to the Office of the Governor, and to ~~Executive branch officers, agencies, divisions or commissionsthe Executive Department and its Divisions.~~

(2) Nothing in this policy shall be construed as inhibiting an employee of the uU university from exercising the right of citizenship in a personal capacity, or be construed as inhibiting any employee of the uU university from appearing before a body of ~~state~~ government identified in this policy in response to a request from that body.

~~(3) Faculty members are encouraged to visit the Legislative Sessions and Hearings with students in the interests of furthering the effectiveness of organized class work, or to~~

~~respond to requests from the Legislature for establishment and maintenance of special involvements such as student intern programs.~~

Chapter/Volume:

Chapter 11: Human resources, other

Related Resources:

Chapter 260 of the Oregon Revised Statutes (ORS) controls political campaigning by public employees. Available here: https://www.oregonlegislature.gov/bills_laws/ors/ors260.html.