



PERSONNEL RULES AND REGULATIONS

RULE 6: <i>General Terms and Conditions</i>	EFFECTIVE: <i>January 1, 2015</i>
REGULATION 8: <i>Political Activity</i>	Pages: <i>1 of 1</i>

Section 1: Introduction

Sarpy County is, by design, a political subdivision. While desiring not to intrude on personal activities, we must be mindful of our duties to both employees and the public. This Regulation is created to assure employees are protected against coercion in political activities; either for participation or lack of participation outside of their normal working hours or official duties.

Section 2: Provisions

Pursuant to Nebraska Revised Statute §49-14,101.02.

- A. Employees are free to support political candidates as private citizens but shall not use their employment or County resources to influence the political process.
- B. Employees shall not be coerced to take part in political campaigns, ballot issues, soliciting votes or funds, contributing, or supporting the appointment or election of candidates for any office.
- C. Employees shall not be disciplined, transferred, demoted, or otherwise penalized for supporting or failing to support a political candidate provided that the employee has not engaged in political activities during work.
- D. Employees shall not use or authorize the use of public resources for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question. Public resources mean personnel, property, resources, or funds.
- E. Employees shall not engage in campaign activity while on work time. Employees found to be violating this provision shall be subject to disciplinary action.

Employees who believe they have been coerced or penalized for participating or not participating in any political activity should report such belief per the Whistleblower Activity Regulation (refer to *Rule 6: General Terms and Condition, Regulation 4: Whistleblower Activities.*)