

County of Gloucester
Human Resources Manual

CHAPTER:	7 – CONDUCT AND PERFORMANCE	ADOPTED: 3/7/06
SECTION:	11 – POLITICAL ACTIVITY	REVISED:

County employees have the same right as any other citizen to join political organizations and participate in political activities, as long as they maintain a clear separation between their official responsibilities and their political affiliations. Employees are prohibited from engaging in political activities while performing their public duties and from using County time, supplies or equipment in any political activity. Any violation of this policy must be reported to the Department Head, Human Resources Department or County Administrator/designee.

The applicable state and federal regulations are set forth below as general guidance. In accordance with State regulations, an employee shall not:

- (1) Engage in political activity during working hours or use County office supplies or telephones or other resources for other than County business.
- (2) Directly or indirectly use his/her position to control or affect the political action of another.

In accordance with Federal regulations, an employee whose principal employment is with a program financed in whole or in part by Federal funds or loans shall not:

- (1) Be a candidate for public office in a partisan election (see 4A:10-1.2(b)1, for exclusions to this rule).
- (2) Use his/her official authority or influence to interfere with or affect election results or nominations for office.
- (3) Directly or indirectly coerce contributions from his/her subordinates to support a political party or candidate.

Violations of either State or Federal laws are serious matters. Appropriate disciplinary actions will be taken should such violations occur.

(See USC 1501 et seq - the Hatch Act for full details)

(See also NJAC 4A:10-1.2 and 11A:2-23)