

## Political Activities Policy

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The State University encourages employees to exercise their constitutional right to vote and to support the political party and candidate of their choice. Employees should be aware, however, that if their position is one that is funded by federal monies, any political activities pursued might be subject to the provisions of the Federal Hatch Act. Also, please remember that participation in any political activities must not occur during work hours and they must never involve the use of State equipment, supplies, or services of any kind.

With regard to individual employees' involvement in political campaigns and in keeping with State law and guidance from the Governor's Office of Employee Relations, State employees:

- must not use their position to gain political favor, encourage or discourage political contribution or activity or interfere with an election or lawful political activity
- must not use State resources (including SUNY letterhead, computers, e-mail and telephones, etc.) for partisan political purposes
- have the right to make personal political contributions (*exception: M/C employees are prohibited from making monetary contributions, or requesting others to do so, to the campaign of the Governor or Lt. Governor or to a political campaign committee organized by or for the specific benefit of either*)
- have the right to be active in personal political campaigns during nonworking hours

Individuals who recruit, interview, or hire applicants for employment; make promotional, disciplinary or other employment decisions; or award or make decisions related to State contracts or grants, may not ask applicants, employees or current or prospective contractors or grantees:

- the individual's party affiliation,
- whether or not the individual has made campaign contributions to any party, elected official or candidate, or
- whether the individual voted for any elective official or candidate.

No employee may be forced or pressured to contribute to a political campaign by another employee, nor threatened with any harm for making or withholding a contribution. Individuals seeking political contributions may not be admitted to SUNY property to solicit contributions from employees.