



Policy Title:	Political Activities
Policy Type:	Human Resources
Policy #:	HR 006-05
Policy Authority:	Board
Effective Date:	October 2019

PURPOSE

To protect the integrity of the public service while allowing employees to exercise their democratic rights if they so choose.

POLICY

1. Employees are prohibited from conducting any political activity in the workplace. Such activities include, but are not limited to, the following:
 - a. Making phone calls or stuffing envelopes for a particular candidate;
 - b. Soliciting campaign contributions from subordinates, colleagues or persons/organizations having dealings with the local government;
 - c. Wearing campaign buttons or displaying other visible advertisements for one (1) or more candidate;
 - d. Making public endorsements of one or more candidates.
2. Where an employee chooses to engage in political activity outside the workplace, he/she shall:
 - a. Not coerce, solicit or influence other employees;
 - b. Not represent the Library; and
 - c. Not prejudice or impair relationship between the Library Board and Administration.
3. All buildings, facilities and properties under the ownership and operation of the Municipality shall not be used by any person, employee, or otherwise for the display or distribution of political campaign materials, signage, etc.