

Political Activities and Public Office Holding

Policy 604.7

1 Introduction

1.1 Political Activities

1.1.1 *The UNC Policy Manual* Section 300.5.1 sets forth provisions governing political activities by all University of North Carolina employees. The purpose of this Appalachian State University policy is to inform Appalachian employees of those political activities that are permitted and those that are prohibited, and to ensure compliance with *The UNC Policy Manual* Section 300.5.1, as it may be amended from time to time, which is incorporated herein by reference.

1.1.2 University employees retain the rights and obligations of citizenship provided in the Constitution and laws of the State of North Carolina and the Constitution and laws of the United States of America. Employees are encouraged to exercise fully and freely their rights to participate or refrain from participating in political processes without fear of penalty or reprisal, consistent with the University's commitment to encouraging the full freedom, within the law, of inquiry, discourse, teaching, research, service, and publication. Certain types of activities by University employees related to political processes, however, may be incompatible with the general responsibilities of employment or with the particular responsibilities of University employment.

1.2 Candidacy for Elective Office and Officeholding

1.2.1 *The UNC Policy Manual* Section 300.5.2 sets forth provisions governing candidacy for elective office and officeholding (elective and appointive public office) by all University of North Carolina employees. The purpose of this policy is to inform Appalachian employees of the requirements and prohibitions concerning candidacy for and holding of public office (elective and appointive), and to ensure that Appalachian's policy regarding these activities is consistent with *The UNC Policy Manual* Section 300.5.2], as it may be amended from time to time, which is incorporated herein by reference.

1.2.2 An employee who intends to become a candidate for election or appointment to any public office, or to hold any public office, is responsible for knowing and complying with the policy set forth herein, in addition to any other applicable policies, regulations, and guidelines, including, but not limited to, policies and regulations concerning Political Activities of Employees, Conflict of Interest and Commitment, and External Professional Activities for Pay.

2 Scope

2.1 This policy applies to all Appalachian State University employees who are exempt from the State Human Resources Act (Chapter 126 of the General Statutes) pursuant to G.S. 126-5(c1).

2.2 For employees subject to the State Human Resources Act (SHRA), activities related to political activities and public officeholding are governed by Article 5, Chapter 126 of the North Carolina General Statutes, policies adopted by the Office of State Human Resources (OSHR), and any campus policies adopted in accordance therewith.

3 Definitions

See the [UNC Policy Manual Sections 300.5.1 and 300.5.2](#).

4 Policy and Procedure Statements

Appalachian State University adopts as its policy [The UNC Policy Manual Sections 300.5.1 and 300.5.2](#) (as amended April 11, 2014 and as may be amended from time to time), which policies are incorporated in their entirety.

5 Additional References

[External Professional Activities of Faculty and Other Professional Staff](#) (Policy 604.3)

[Conflict of Interest and Commitment](#) (Policy 604.6)

[UNC General Administration "Petition Regarding Political Activity"](#) for use by Appalachian Senior Academic and Administrative Officers [SAAOs] and employees running for or assuming a seat in the General Assembly

[Political Activity Memorandum](#), issued by the Office of General Counsel

[Update to Political Activity Memorandum, February 27, 2023](#), issued by the Office of General Counsel.

6 Authority

[The UNC Policy Manual 300.5.1](#)

[The UNC Policy Manual 300.5.2](#)

7 Contact Information

Office of General Counsel (828-262-2751)

8 Original Effective Date

July 23, 2015

9 Revision Dates

March 23, 2017