



**ADMINISTRATIVE
POLICIES AND PROCEDURES MANUAL**

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SUBJECT

UNIVERSITY HUMAN RESOURCES POLICIES

SUB-TOPIC

POLITICAL ACTIVITY AND INFLUENCE

UTD is a component of a state-wide educational system and, as such, comes under public scrutiny more so than private business concerns. For this reason, the political activities of employees are often associated with UTD, which, as part of the U.T. System, maintains a non-partisan political position.

This being the case, certain restrictions on the political activities of University employees must be maintained:

1. No employee may seek or attempt to use any political endorsement in connection with any appointment to, or preferential treatment or advantage in connection with any appointed position.
2. An employee may not allow his time on the job to be used to influence the outcome of any election or passage/defeat of any legislative measure. This is not to be construed as preventing an employee, having prior UTD administrative approval, from conveying information or facts in his/her hands not deemed confidential by law to a state agency, legislator, official, or other citizen, which is pertinent to that state agency, legislator, official or citizen.
3. Employees may not use state funds to influence the outcome of any election or the passage/defeat of any legislative measure.
4. The use of state-owned vehicles may not be used in connection with any political activity or campaign.
5. If an employee wishes to pursue political activity that may interfere with the discharge of the duties and responsibilities he/she has to UTD, that employee should voluntarily terminate employment. If the employee does not voluntarily terminate employment and it is found that his/her political activity does interfere with the discharge of University duties and responsibilities, UTD may terminate that employee.

State funds appropriated by the Legislature may not be used to pay salaries of those UTD employees who violate the above provisions.