

## **308.3 – Political Activity**

### **Purpose:**

The purpose of this policy is to establish Bismarck State College's commitment to the importance of civic engagement, and respects and supports the rights of its employees to engage in political expression and activities.

### **Policy:**

BSC supports civic engagement and respects the right of employees to engage in political expression and activities without interference from BSC or State Board of Higher Education (SBHE). Nothing in this policy should be read to limit the First Amendment or other political rights of off-duty BSC employees, and this policy must be read narrowly to avoid infringing on those rights. This policy covers only BSC employees, and does not, by its terms, govern students, student organizations, or student governing bodies.

This policy does not bar anyone from active independent participation in political campaigns on behalf of candidates of their choice or in the advancement of their political beliefs or policy concerns outside the institution.

Employees who are either candidates for public office or engaging in political activities must remember that their first obligation is to BSC. Any failure to meet BSC's assigned work responsibilities may result in denial of annual leave and disciplinary action up to and including termination.

Although active participation by BSC employees in the political process is neither encouraged or discouraged, it must not result in a political commitment by the institution. Whether participating in a political campaign, serving in a public office, or engaging in political activities, employees must make it clear that their political positions and the views they express are their own and not those of BSC.

### **References:**

[SBHE Policy 308.3 Political Activities.docx \(sharepoint.com\)](#)

[SBHE Policy 308.1 Officer and Employee Code of Conduct.docx \(sharepoint.com\)](#)

[SBHE Policy 308.2 Required Reports of Violations; Reprisal or Retaliation Prohibited](#)

[902 Facilities Usage Operational Procedure](#)

### **History of This Policy:**

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First policy: November 16<sup>th</sup>, 2023.

Reviewed by Campus Council on October 11<sup>th</sup>, 2023, and reviewed by the Executive Council on October 18<sup>th</sup>, 2023, and approved by the President on November 16<sup>th</sup>, 2023. Reviewed (non-substantive changes) and approved by the Executive VP on January 27<sup>th</sup>, 2025.