Political Activities

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Scope

All University of Nebraska Omaha (UNO) employees.

Policy Statement

University employees enjoy the full rights of citizens to participate in the political life of Nebraska and the United States. Such activities, however, must not interfere with the staff member’s university duties. Accordingly, a university employee who contemplates filing as a candidate for a part-time public office or accepting appointment to such office will notify her/his supervisor and the chancellor in writing. The chancellor shall determine the extent to which such political activities will interfere with the employee’s duties and his/her compensation will be adjusted accordingly.

A member of the staff seeking full-time public office is required to take a leave of absence without pay during the period of time she/he will be a candidate in either the primary or general election (or both). If an employee is elected or appointed to a full-time public office, she/he must resign from the university, effective on the date she/he assumes office. Prospective candidates should consult Section 3.9 of the Regents' Bylaws for additional details on these matters. Like all citizens, members of the UNO staff are free to speak out on public issues or other matters of concern; however, employees should refrain from speaking out on these issues during their work hours.

During non-working hours, employees may make use of the public forum to express their views on particular issues. Generally, for these purposes it is assumed that university park areas, streets, and sidewalks are public forums. Employees must avoid implying that they are official spokespersons for the university except when authorized to act in such capacity.
**Reason for Policy**

To establish guidelines for university employees who are involved in political activities.

**History**

This policy was developed and approved prior to the implementation of the campus policy development and approval process approved by the Chancellor’s Cabinet in October 2015.

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.