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Replaces: HR Rule 506

POLICY-HR-3519

Political Activity

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2-1 Introduction

Intercity Transit employees will collectively maintain the highest standards of integrity and impartiality in the performance of their official duties. By doing so, the agency continues to maintain the highest level of public confidence. The provisions of RCW 41.06.250 are made applicable to Intercity Transit employees in the performance of their duties and at any time that they may be identified as an Intercity Transit employee. At no time may employees use Intercity Transit resources for political purposes. Intercity Transit resources include employee work time, use of agency facilities, equipment and vehicles, and agency funds.

2-2 Political Activity

Intercity Transit acknowledges that it is each individual's right to have a political preference and employees may participate in political activities provided that:

- Intercity Transit resources and property are not utilized;
- The activity does not adversely impact the employee's official duties.
- The employee does not represent themselves as an Intercity Transit employee in the course of their political activities with the intent to represent agency views.

2-3 Prohibited Activities

The activities noted below are strictly prohibited by this policy. This list is not all-inclusive. If an employee is unsure if an activity they are engaged in is against agency policy, they should contact the Human Resources Office for clarification.

1. Any use of Intercity Transit resources for the purpose of assisting a campaign for election of a person to an office.
2. Allowing others to use agency resources for political purposes.
3. Any use of Intercity Transit resources for the promotion of or opposition to a ballot proposition, unless doing so in an official capacity for Intercity Transit.
4. Lobbying and campaigning that is unrelated to official duties.

5. Circulating political solicitations or petitions on paid or on Intercity Transit property.
6. Wearing political attire or displaying a button, badge, sticker or other medium that identifies with a political party or makes a political statement.
7. Soliciting at any time in any work area for a contribution for a political campaign or cause.
8. Commenting on Intercity Transit social media platforms (e.g., Facebook, Twitter, YouTube, LinkedIn, Instagram) promoting or opposing any person campaigning for election to a political office or promoting or opposing any ballot proposition.

2-4 Conduct at Work

Political partisanship has no place in public service employment and should never impact employee relationships with customers, peers, supervisors, and managers. Employees will not express political opinions via Intercity Transit equipment or Intercity Transit internet access lines/email systems, except when such opinions are related to an official business purpose. Employees may not use Intercity Transit computers to access partisan political websites.

References:

RCW: 41.06 and 42.17