POLICY NUMBER: Year-Number	POLICY TITLE: Political Activities of County Employees	
RESOLUTION NUMBER: XX-XX		
ORIGINAL ISSUE DATE: Month Day, Year REVISION DATE: Month Day, Year	POLICY CONTACTS: Human Resources	
RELATED DOCUMENTS:	RELATED POLICIES:	

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SECTION I – PURPOSE

The purpose of this policy is to establish clear guidelines for political activities by county employees to ensure that such activities do not conflict with their duties and responsibilities as public servants. This policy aims to balance the rights of employees to participate in the political process with the need to maintain the impartiality, integrity, and efficiency of county operations.

SECTION II – APPLICABILITY

All county officers and employees are covered by the prohibitions of state law contained in Government Code sections 3201 through 3209 and section 8314. Except as specifically precluded by state or federal law, all county employees have the right to participate (or not participate) in political activities on their own time.

The Board of Supervisors of Humboldt County, pursuant to the powers provided in Government Code Section 3207 enact the Policy as stated herein.

SECTION III – DEFINITIONS

Employee: Any person employed at, or volunteering on behalf of, the County of Humboldt, whether probationary, permanent, at-will or by employment contract, including temporary agency staff or contractors working under the County's control or supervision.

Political Activity:

- Any activity directed toward the success or failure of a candidate for an elected office, a political party, a partisan political group.
- Any activity related to formulating, adopting, or changing the local policies of any City, County, District, other Municipal or Local Government, State or of the Federal government (except as part of the employee's official job duties, except as authorized by law, and, as to the County, except as part of protected activity under the Meyers-Milias-Brown Act).
- Any activity related to the political or public interests, policies, or relations of a government of a foreign country or a foreign political party.

SECTION IV – POLICY

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A. Prohibited Activities of County Employees

1. No political activity is to take place during County business hours.

2. No political activity on County property.

3. No political activity is to take place while wearing a uniform or official insignia identifying the County of Humboldt, or the office or position of the County employee.

4. No political posts on social media that identify you as a County of Humboldt employee in such a way as to make it appear you may be speaking on behalf of the county. The affiliation of the employee to the County as an employee, may not appear in the social media profile, in the body of a post, or in a response to a post in such a way that gives this appearance.

5. No display of politically motivated clothing, signs, flyers, flags or symbols, while on County property during County business hours.

B. Prohibited Activities of Directors

1. Interrogation of employees (individually or in groups) about their political activities or sentiment

2. Asking one or more employees to report on the off-time political activities or sentiments of another employee.

3. Termination, demotion, transfer, suspension, reassignment, etc. in retaliation for an employee's political activities or sentiment displayed off county property on their time off.

4. Compelling any form of political participation.

Employees who believe they are being subjected to any unwelcome political influence on the job should be encouraged to contact either the Human Resources Department or their union representative immediately.

Board Approved:

Pursuant to Board Order _____ Dated _____

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