

### **D.3.4 (Policy) Freedom of Association**

Responsible Department: Human Resources Board

Adoption: 4-28-09

Last Board Action:

Amended: 1-3-10, 5-26-17

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Employee participation in community or political activities is neither encouraged nor discouraged, provided that

1. The employee does not permit such involvement to interfere with the employee's Alamo Colleges District or college responsibilities;
2. The employee places no political or social pressure on students, faculty, or staff as a result of such activities; and
3. The employee's position and title in the Alamo Colleges District or college are not used in connection with these activities.

Permitted activities for election campaigning during working hours are as follows:

1. Employees may attend on-campus forums where all candidates shall be provided an opportunity to present their platforms.
2. Employees may attend receptions where all candidates are invited to meet people on campus.
3. Faculty shall not invite individual candidates to appear before classes unless the discipline, such as government, is directly related to the political process. In such cases, all candidates for the same elective office shall be offered the same opportunity.

*Legal Reference - TACC Policy Reference Manual*

DGA(LEGAL) - Employee Rights and Privileges: Freedom of Association