

LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM  
Policy # 6.019

---

Title: Engagement in Political Activity Policy

---

**Authority:** Board Action

**Original Adoption:** 12/12/2001

**Prior Revision:** 04/12/2004

**Effective Date:** 05/26/2021

---

A. Political Activity is defined as follows:

1. Payment or promise of payment of any assessment, subscription, or contribution for any political party, faction, or candidate.
2. Taking active part in the management of affairs of a political party, faction, candidate, or any political campaign.
3. Filming, taping, and participating in promotional announcements (i.e., **print**, television or radio ads) in support of any political party, faction, or candidate.
4. Lobbying.
5. Seeking and/or holding political office

B. General Policy:

The Board of Supervisors (“the Board”) of the Louisiana Community and Technical College System (LCTCS) fully supports every citizen’s right to exercise freedom of expression, as outlined within the Louisiana and Federal Constitutions, inclusive of the freedom of political expression or association, as well as those afforded to certain employees pursuant to La. R.S. 23:961. Each situation should be evaluated on its own merits, facts and circumstances and with consideration as to whether previous requests have been approved or denied relative to that employee or to other employees similarly situated.

The Board also recognizes that the LCTCS, as a public educational agency of the State of Louisiana, must maintain sufficient educational independence to work with all statewide and districtwide elected officials of the State and all agencies of the State, without consideration of political affiliation, to provide educational programs and services for all Louisiana citizens, regardless of the ethnicity, gender, or religious or political affiliation of those citizens. Thus, the Board has determined that certain political activity by employees of the LCTCS may be construed as conflicting with the educational independence of the LCTCS and thereby impairing the efficient operation of the LCTCS and the LCTCS’ employees’ ability to provide efficient delivery of educational programs and services. To preserve an appropriate standard of educational independence, the Board adopts the following ethical standards of conduct with respect to political activity by its employees:

1. Classified Employees:

The permissible and prohibited level of political activity of all classified employees of the LCTCS shall be governed by the provisions of Article 10, Section 9 of the Louisiana Constitution, Civil Service Rules 14.1(e), (f), and (g) and Civil Service General Circular No. 1449.

2. Unclassified Employees:

No teaching or professional staff member or administrative officer of educational institutions under the management and supervision of the LCTCS shall be prohibited from exercising their freedom of political expression or association; provided that, no such employee or officer shall act or express him/herself in any manner which suggests that the LCTCS or the Board has taken a position in support of any candidate or political party placed before the electors of the State. Further, no employee or officer of the LCTCS shall identify him/herself as an employee or officer of the LCTCS when expressing his/her opinion with respect to any candidate or political party placed before the electors of the State.

3. On-Premises Activity:

The placement of leaflets, cards, placards, etc, in support of a candidate or political party, on the campus of any educational institution under the management and supervision of the LCTCS, by an employee of the LCTCS, is prohibited.

C. Seeking and/or Holding Public Office:

Should an LCTCS employee, who is otherwise eligible, seek and/or hold public office, subject to any limitations set forth in the Louisiana Code of Governmental Ethics (La. R.S. 42:1101, et seq.) and/or the laws related to Dual Officeholding and Dual Employment (La. R.S. 42:61, et seq.), the following conditions shall apply:

1. All conditions of the LCTCS System Policy on Outside Employment of LCTCS employees must be met.
2. An employee is required to notify the institutional Chancellor of the said employee's intention to seek and hold public office prior to the date of qualification.
3. The employee is required to continue his/her normal workload, including his/her teaching duties, and to maintain all other duties and office hours required by the LCTCS institution, during the period of campaigning for and while holding public office.

If the employee is unable to meet condition (3) above, annual leave or leave without pay may be requested for the appropriate period of time, in accordance with the leave rules and policies of the LCTCS. Additionally, said employee shall not, in any way, suggest or indicate that he/she is a spokesperson for or on behalf of the affected institution or the LCTCS.

D. Existing Public Office Holders:

The provisions of Paragraph C(1) of this policy, regarding the LCTCS System Policy on Outside Employment, shall not apply to any employee in the LCTCS who holds public office on the effective date of the adoption of this policy.