

Subject: **Political Activities**

Applies to: All University Faculty and Staff

- I. Policy: It is University policy to encourage members of the University faculty and staff who wish to do so as a personal activity to express their viewpoints on political issues, to participate in political campaigns, to offer themselves as candidates for office, and to hold office.

The only limitations the University imposes are those reasonably necessary to protect its independence in academic and business matters, and to insure its adherence to its charter and its compliance with the laws under which it operates. More specifically, those limitations are:

- A. To preserve, in fact and in appearance, the University's non-partisan, independent, tax-exempt status;
- B. To preserve University resources of all sorts (including among others, faculty and staff time, University space, equipment, supplies, and services) for the University's educational, research, and related functions; and,
- C. To protect against any conflicts of interest or time which may infringe on the ability of University personnel to perform their official duties and meet their responsibilities with maximum effectiveness and objectivity.

II. Guidelines:

- A. The University will not attempt to influence an individual's personal political affiliation or activity, nor will the University infer that a given political affiliation is expected, desired, or is to be avoided by the faculty or staff.
- B. Members of the faculty or staff who wish to participate in political activities or to express themselves in the public media on political or social issues do so as individual citizens. They shall refrain in those activities from using their University titles, the name of the University or any University department or organizational unit which may permit the inference that they are acting for or are endorsed by the University of Rochester or that they represent the faculty or staff.
- C. A faculty or staff member is expected to make reasonable efforts to prevent others from such misuse of the name of the University in connection with his or her political activity, and to explicitly state that he or she is acting as a private citizen.
- D. University property, offices, meeting or class rooms, and auditoriums shall not be used by faculty or staff for political purposes or meetings. (This guideline shall not be interpreted to prevent the use of University facilities by duly recognized University of Rochester student organizations for properly scheduled meetings on political topics, nor to prevent faculty and staff from participating in such student meetings, if invited.)

