



MONTEREY PENINSULA
College

GOVERNING BOARD POLICIES

Chapter 7 Human Resources

7370

BP 7370 Political Activity

Employees shall not use District funds, services, supplies, or equipment to urge the passage or defeat of any ballot measure or candidate, including, but not limited to, any candidate for election to the Board of Trustees. This policy prohibits political activity during an employee's working hours, but shall not be construed to prohibit an employee from urging the support or defeat of a ballot measure or candidate during nonworking time.

Political

The Governing Board recognizes the right of any employee to take or refrain from taking a stand on a political issue and to support or oppose any issue or candidate. Such activities, however, must be conducted on the employee's own time and he/she/they must not use materials, equipment, telephones, or clerical time furnished by the District. Employees will exercise reasonable care to show that they are acting in their capacity as private citizens.

Organizational

Employees have the right to form, join, and participate in lawful activities of employee organizations. They also have the right to refuse to form, join, or participate in employee organization activities.

See Administrative Procedure 7370 – Political Activity

See also Board Policy 7140 - Collective Bargaining and Board Policy 2716 - Political Activity

References: *Education Code Sections 7050 et. seq., 7054 and 7056;*
Government Code Sections 3540 et. seq. and 8314
First Amendment, U.S. Constitution
Article I, Section 2, California Constitution
MPCCD/MPCEA Agreement

Formerly Governing Board Policy 5040 - Civil Rights of Employees

Adopted: May 10, 1989

Renumbered, Revised, and Adopted: October 25, 2017

Revised and Adopted: August 24, 2022