

MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

POLITICAL ACTIVITY

POLICY NO.	12.6	EFFECTIVE:	01/02/2024
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The County is subject to § 15.2-1512.2. Political activities of employees of localities, firefighters, emergency medical services personnel, and law-enforcement officers and certain other officers and employees., a section of the Virginia Code, 1950, as amended. If any conflict occurs between § 15.21512.2 and this policy, that section shall prevail.

A. All County employees are encouraged to exercise their right to vote and may freely participate in political activities as previously defined without fear of punishment or discipline unless done in violation of the following prohibited activities. However, political activities as defined herein shall not be allowed except when off duty, out of uniform or otherwise not wearing clothing closely associated with the County, and off the premises of the County. Examples of improper employee political activity are those done:

1. While on duty,
2. When officially representing the County,
3. At any time while wearing a distinctive uniform, or other apparel, which is identifiable with the County,
4. While in or on any property in the County's possession.

B. Other prohibited conduct:

1. County employees shall not make use of their official authority to coerce or attempt to coerce a subordinate employee to pay, lend, or contribute anything of value to a political party, candidate, or campaign, or to discriminate against any employee or applicant for employment because of that person's political affiliations or political activities, except as such affiliation or activity may be established by law as disqualification for employment.

County employees, including emergency medical services personnel and law enforcement officers, are prohibited from discriminating in the provision of public services, including but not limited to emergency medical, and law-enforcement services, or responding to requests for such services, on the

basis of the political affiliations or political activities of the person or organization for which such services are provided or requested.

3. County employees, including emergency medical services personnel and law enforcement officers, are prohibited from suggesting or implying that the County has officially endorsed a political party, candidate, or campaign.
4. Use any County funds, supplies or equipment for political purposes.

C. Election to office

Any employee who runs and is elected for Board of Supervisors must resign their position as an employee of the County prior to taking office. At the end of their elected term, they cannot be re-employed by the County following a period of 12 full calendar months.