

**SOUTH CAROLINA STATE UNIVERSITY
PERSONNEL POLICIES AND PROCEDURES MANUAL**

SECTION: Employee Relations	Section: VII
	Subject: C.7
SUBJECT: Political Activities of Employees	Effective: 01/01/06
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POLITICAL ACTIVITIES OF EMPLOYEES

Policy

South Carolina State University recognizes that as responsible members of their communities, its employees undertake civic duties and participate in political life at the local, state and national levels. The University policy related to such matters is that any employee may seek election to hold public office provided such actions are in compliance with all state and federal laws and regulations and in accordance with the following guidelines:

A. Running for Public Office

Any employee who desires to run for public office will be required to take leave without pay if it is determined by the Vice President (or applicable Division Head) that such activity impinges upon the fulfillment of the employee's University responsibilities. Appeals of such determinations may be made within one week to the President.

B. Holding Public Office

Should the responsibilities of holding public office adversely affect the fulfillment of University responsibilities, the employee elected to such a public office shall either take a leave of absence without pay for the period of active service or resign his or her position prior to assuming office. Requests for leave without pay are to be made in accordance with University policy and procedures. Such requests will be considered on an individual basis by the Vice President (or applicable Division Head) and will be granted if it is determined that approval of the request will not negatively affect the University. Appeals of such determination may be made within one week to the President.