



COLLEGE OF THE NORTH ATLANTIC

OPERATIONAL POLICY

TOPIC: POLITICAL ACTIVITY

Policy No.	HR-408	Division	Human Resources
Supersedes	n/a	Board Policy Ref.	GP-R-701
Related Procedure	HR-408-PR	Effective Date:	November 4, 2016 (R2)

1. PURPOSE AND SCOPE

The purpose of this policy is to cover aspects of employees' involvement in or intent of involvement in political activities and to address the need for a balance between employees' rights to engage in political activities and the requirement for the provincial public service to be politically impartial.

This policy applies to all employees of the College – bargaining unit, non-bargaining unit and management and addresses two categories of political activities:

- 1) Participating in any activity in support of or in opposition to a political party and/or candidate; and
- 2) Seeking nomination or being a candidate in an election.

This policy is in accordance with the Faculty and Support Staff Collective Agreements and Government's Personnel Administrative Procedures, specifically, the Human Resources Policy on Political Activity last updated on July 25, 2011, reference MC2011-0394.

2. POLICY

It is the policy of the College that all employees have the right to participate in the political process at every level and to enter political life if desired. At the same time, participation in political activities should not compromise or be perceived as compromising employees' performance of their duties in an impartial manner. Therefore, consideration must be given to employees' duties

in the organization and the nature of the political activities in which they wish to participate and proper provision must be made for the requisite academic, technical, administrative and service needs of the College.

3. PROCEDURE

The Vice President Corporate Services and Chief Operating Officer shall ensure that procedures are developed and implemented in accordance with this policy.

Approval History	
Approved by President	January 23, 2007
Revision 1	September 7, 2011
Reviewed	October 2015
Revision 2	November 4, 2016