



Political Activity

This policy applies to classified employees only.

The State of Louisiana Constitution and Civil Service govern the political activities of classified state employees. The United States Supreme Court has recognized that a state has the right to limit the political activity of its workers to ensure the enforcement and application of laws for the common good and not for the good of one candidate or political party. The Supreme Court has also recognized the right of a state to restrict such activity to avoid the appearance of such support. **This means that classified state employees must avoid the ACTUAL support of a candidate, party, or faction and avoid the APPEARANCE of giving such support.**

State classified employees may not engage in most political activities. When a violation of political activity restrictions occurs, the Department of State Civil Service will take corrective action. Corrective action may range from issuing a letter of admonishment to bringing the violator before the State Civil Service Commission for Investigation by Public Hearing.

Violations of these restrictions are extremely serious and can result in significant penalties. For example, the State Civil Service Commission imposed a fifteen-day suspension on a classified employee who was found to have made a contribution to a candidate in a local election. The State Civil Service Commission has the authority to order disciplinary action up to and including termination from the classified state ser(ed)lii.13T1 0 0 1 72.024 280.25 Tm[)]T&T EMC P M CID 2 > BDC BT20

lobbying below)

- Sell services that you regularly offer or sell for fair market value to a candidate or political

The above restrictions do not apply to employees on their own time, either outside of their normal working hours or while on approved annual leave.