

Political Action Policy

Texas Wesleyan University is a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code and is prohibited from participating or intervening in any political campaign on behalf of, or in opposition to, any candidate for public office. The University is prohibited from endorsing candidates for political office or contributing any money, goods, or services to candidates. As a result, the University does not participate in or otherwise promote (directly or indirectly) any political campaigns or candidates, and does not use any University funds or other resources for such a purpose.

The University, however, recognizes that students, faculty, and staff may wish to participate in the political process as individuals. The University encourages employees to be active and engaged citizens and to participate fully in political activity, whether by expressing viewpoints on political issues, participating in political campaigns, running as candidates for office, or holding political office. Texas Wesleyan employees may participate in political activities, including contribution of the employee's personal time and resources to support political parties, candidates or causes of their own choice. While members of the University community are free to express their political opinions and engage in political activities, it is important that they do so only in their individual capacities and must avoid the appearance that they are speaking or acting for the University in political matters.

This policy only applies to employees of the University. Students are encouraged to review the University's Demonstration Policy for the process on engaging in peaceful protests and orderly demonstrations.

Texas Wesleyan University does not restrict the discussion of political issues or the teaching of politically related subjects. Classes, discussions, presentations or academic research relating to political issues, public policy or political techniques, if germane and appropriate to a department's course or curriculum or part of a faculty member's field of study, are part of the University's educational mission.

Texas Wesleyan University does not permit political campaigning or partisan political activities on its property, and does not permit the use of employer resources, including but not limited to phones, computers, other electronic devices or internet connection for political activity. Employees may choose to engage in personal political activities outside of their workplace hours and obligations, but may not use company property in connection with those activities. Texas Wesleyan University will not monitor employees for any unlawful purpose, including monitoring, or giving the impression of monitoring, employee union activity and

protected concerted activity under Section 7 of the National Labor Relations Act (NLRA).

National Labor Relations Act (NLRA) Activity - Protected concerted activity covered by the NLRA or the particular collective bargaining agreement is *not* prohibited by this policy. This policy in no way prohibits employee communications that are protected under applicable state, local and federal laws, including but not limited to any activity that is protected under Section 7 of the NLRA, which includes the right of employees to speak with others about their wages, hours and other terms and conditions of employment. This policy will be applied uniformly and will not single out political causes or viewpoints, such as political activity related to employees' NLRA rights.

If employees have any questions about this policy, they are encouraged to reach out to the Office of Human Resources.