



POLICY TITLE

Engagement in Political Activity

POLICY NUMBER

2-0213

Responsible Office: <i>Office of Human Resources</i>	Effective Date: <i>July 31, 2026</i>
Responsible Official: <i>Chief Human Resources Officer</i>	Last Reviewed Date: <i>July 31, 2026</i>
Policy Classification: <i>Human Resources</i>	Origination Date: <i>January 20, 2015</i>

I. POLICY STATEMENT

This policy establishes standards of conduct regarding political activity to preserve the educational independence of Baton Rouge Community College (BRCC).

II. POLICY RATIONALE AND SCOPE

The Louisiana Community and Technical Colleges (LCTC) Board of Supervisors (Board), and Baton Rouge Community College (BRCC) fully support every citizen's right to exercise freedom of expression, as outlined within the Louisiana and Federal Constitutions, inclusive of the freedom of political expression or association. The Board and BRCC also recognize that the LCTC and BRCC, as a public educational agency of the State of Louisiana, must maintain sufficient educational independence to work with all statewide and district-wide elected officials of the State and all agencies of the State, without consideration of political affiliation, to provide educational programs and services for all Louisiana citizens, regardless of the ethnicity, sex, or religious or political affiliations of those citizens. Thus, certain political activity by employees of BRCC may be construed as conflicting with the educational independence of BRCC and thereby impairing the efficient operation of BRCC and BRCC's employees' ability to provide efficient delivery of educational programs and services.

III. POLICY AUDIENCE

This policy applies to all BRCC faculty, classified employees, and unclassified employees.

IV. POLICY COMPLIANCE

Compliance with this policy is a condition of employment for all Baton Rouge Community College (BRCC) employees covered by this policy. Employees are expected to conduct themselves in a manner that maintains the educational independence and political neutrality of the College while complying with all applicable federal and state laws, Louisiana State Civil Service Rules, LCTC policies, and BRCC policies governing political activity.

Alleged violations of this policy may be reviewed by the appropriate College office and addressed in accordance with applicable College procedures, Civil Service rules, LCTC policies, and other governing laws or regulations. Employees found to have violated this policy may be subject to corrective or disciplinary action, up to and including termination of employment, as permitted by applicable law, employment status, and College policy.

Nothing in this policy is intended to restrict or interfere with an employee's rights protected under the United States Constitution, the Louisiana Constitution, or other applicable laws.

V. POLICY DEFINITIONS

Political Activity is defined as follows:

- Payment or promise of payment of any assessment, subscription, or contribution for any political party, faction, or candidate.
- Taking active part in the management of affairs of a political party, faction, candidate, or any political campaign.
- Filming, taping, and participating in promotional announcements (i.e., print, television or radio ads) in support of any political party, faction, or candidate.
- Lobbying.
- Seeking and/or holding political office.

VI. POLICY IMPLEMENTATION PROCEDURES

- A. **Classified Employees:** The permissible and prohibited level of political activity of all classified employees of BRCC shall be governed by the provisions of Article 10, Section 9 of the Louisiana Constitution, Civil Service Rules 14.1(e), (f), and (g) and Civil Service General Circular No. 2026-015, or the applicable superseding circular.
- B. **Unclassified and Faculty Employees:** No teaching or professional staff member or administrative officer of educational institutions under the management and supervision of LCTCS, including BRCC, shall be prohibited from exercising their freedom of political expression or association; provided that, no such employee or officer shall act or express themselves in any manner which suggests that the LCTCS, the Board, or BRCC has taken a position in support of any candidate or political party placed before the electors of the State. Further, no employee of BRCC shall identify themselves as an employee of BRCC when expressing their personal opinion with respect to any candidate or political party placed before the electors of the State.

- C. **On-Premises Activity:** The placement of leaflets, cards, placards, etc., in support of a candidate or political party, on BRCC's campus or on the campus of any educational institution under the management and supervision of the LCTC, by an employee is prohibited.
- D. **Seeking and/or Holding Public Office:** Should a BRCC employee, who is otherwise eligible, seek and/or hold public office, the following conditions shall apply:
1. All conditions of the BRCC Policy on Outside Employment of BRCC Employees must be met.
 2. An employee is required to notify the Chancellor of the employee's intention to seek and hold public office prior to the date of qualification.
 3. The employee is required to continue their normal workload, including their teaching duties, and to maintain all other duties and office hours required by BRCC during the period of campaigning for and while holding public office.

If the employee is unable to meet condition (3) above, annual leave or leave without pay may be requested for the appropriate period of time, in accordance with the leave rules and policies of BRCC. Additionally, said employees shall not, in any way, suggest or indicate that they are a spokesperson for or on behalf of BRCC or LCTCS.

VII. POLICY RELATED INFORMATION

The following laws, rules, and policies provide additional guidance and govern the implementation of this policy:

- Louisiana Constitution, Article X, Section 9 – Political Activities.
- Louisiana Civil Service Rules, Rule 14.1(e), (f), and (g).
- Louisiana Civil Service General Circular No. 2026-015, or the applicable superseding circular.
- Louisiana Community and Technical Colleges (LCTC) Policy 6.019 – Engagement in Political Activity
- Baton Rouge Community College Policy on Outside Employment.
- Any applicable federal and state laws, regulations, and LCTCS or BRCC policies governing employee conduct, ethics, and political activity.

VIII. POLICY EXCEPTION

This policy applies to all employees identified in Section III. No exceptions to this policy have been identified. Where applicable federal or state laws, Louisiana State Civil Service Rules, or LCTC Board Policies establish additional requirements or restrictions, those authorities shall govern.

IX. POLICY HISTORY AND REVIEW CYCLE

This policy was originally adopted on **January 20, 2015**. It shall be reviewed at least once every three (3) years from its effective date and revised as necessary to ensure continued compliance with applicable federal and state laws, Louisiana Community and Technical Colleges (LCTC) Board Policies, and Baton Rouge Community College (BRCC) operational needs.

X. POLICY URL

This policy may be accessed on the College's website through the Human Resources Policy Index: https://mybrcc.edu/about-brcc/policy-index/human_resources_policy/.

XI. POLICY APPROVAL,

Willie E. Smith

Willie E. Smith, Sr., Ed.D.
Chancellor

Aug 3, 2026

Date
Effective Date of Policy

2.0213 Engagment in Political Activity Policy

Final Audit Report

2026-08-03

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