

An employee's participation in community, political, or employee organization activities shall be entirely voluntary and shall not:

1. Interfere with the employee's performance of assigned duties and responsibilities.
2. Result in any political or social pressure being placed on clients or staff.
3. Involve trading on the employee's position or title with the ESC.

Such participation shall occur only during off-duty hours and away from ESC facilities. Unusual circumstances relative to an employee's political activities shall be discussed with the appropriate division director.