

POLICY 405

POLITICAL ACTIVITY

Effective 05-01-2021, Resolution No. 014-21

Johnson County Government encourages its employees to vote and to be involved in the political process. However, employee involvement in the political process must be balanced against Johnson County Government's responsibility to serve its residents in a neutral and effective manner. It is the policy of Johnson County Government to respect and recognize the right of County employees to run for and hold political office and otherwise become involved in, or not be involved in, political activities. Political activities must not create a conflict of interest or the appearance of a conflict of interest, interfere with the employee's job duties, or otherwise interfere with the efficient provision of County services, and employees must engage in such activities on their own time and not use County resources.

Employees must make a clear distinction between personal opinion and County policy when communicating with others about political issues. Employees may not represent their personal opinions and beliefs as the position of Johnson County Government and must inform their audience that they are communicating a personal opinion where that is not clear under the circumstances. Employees whose job responsibilities require participation in the political process on behalf of Johnson County must maintain the position of Johnson County Government when carrying out those responsibilities regardless of their personal beliefs or opinions.

No official, department/agency/office leader, manager, or supervisor may require any employee to support, financially or otherwise, any political party, political organization, candidate, or issue. Nor may any official, department/agency/office leader, manager, or supervisor retaliate against any employee for failure to support a political party, political organization, candidate, or issue.

Johnson County complies with all laws pertaining to political activity including the laws prohibiting the use of County equipment, funds, resources, and employees acting in an official capacity to support, endorse, or advocate on behalf of a political candidate.