A. Background and Definitions

Niagara College is a Crown Agency and must remain non-partisan in any political issues.

**Political Activity**: For the purpose of this policy, Political Activity is when an employee:

- a) Does anything in support of, or in opposition to, a federal or provincial political party
- b) Does anything in support of, or in opposition to, a candidate in a federal, provincial or municipal election
- c) Is or seeks to become a candidate in a federal, provincial, or municipal election; or
- d) Comments publicly and outside the scope of the duties of his or her position on matters that are directly related to those duties and that are dealt with in the positions or policies of a federal or provincial political party or in the positions or policies publicly expressed by a candidate in a federal, provincial, or municipal election.

B. Purpose

This policy serves as a mechanism to ensure that the personal political interests and activities of Niagara College employees remain separate and distinct from their professional duties, to allow the College to work with all governments. It also provides guidelines for interactions with various political candidates, parties, and elected representatives.

C. Policy Statements

**Employee Affiliation with Political Activity**

1. Employees shall not engage in Political Activity in the workplace.

2. Employees shall not associate their position at the College with Political Activity, except if the employee is, or is seeking to become a candidate in a federal, provincial, or municipal election, and then only to the extent necessary, to identify the employee’s position and work experience. This limitation includes all media including any social, print, or public media.

3. Employees shall not wear College branded clothing while engaging in Political Activity.
POLICY GROUP: NC100 – General Administrative

POLICY TITLE: College Role in Political Activities

4. Employees shall not use their College email, network, facilities and/or resources in connection with Political Activity.

5. An employee who is a political candidate will be required to take an unpaid leave of absence from the College during the election period, as defined in the Public Service of Ontario Act.

6. Niagara College and its employees shall not use College funds to make financial contributions to an election campaign, political party, or sitting member of any political office.

7. Niagara College nor any of its communications shall advocate or show support for any candidate for election.

8. Photographs and videos produced for and owned by Niagara College, along with the College logo and other College identifiers, shall not be used for election campaign purposes.

9. Niagara College does not permit any campaign activity, or access to students or employees on College property, by candidates during an election period except all-candidate events which may be approved by the College at its discretion.

10. Campaign signage found on College property shall be removed and disposed.

11. Niagara College is committed to providing students and employees with non-partisan information related to voting. The College will consider requests by the appropriate elections officer to provide polling stations on campus.

Political Visitors/Guests

12. Occasionally, academic programs benefit from presenting a political perspective of a particular subject as part of the academic program. In these circumstances, a political figure may be invited to attend a class to provide their knowledge and expertise in the subject matter. Such an activity shall not occur during an election period.

13. The College will host political leaders and elected officials for a variety of events, tours, announcements and/or meetings. Such activity/visits will not be permitted during an election period.
Non-Compliance
14. Failure to comply with this policy could have a negative impact on the College’s reputation and its ability to work with government and elected officials. Employees in contravention of this policy will be subject to disciplinary action.

D. Related Documents

Policy  
NC100 Selling, Advertising & Advocacy on Campus  
NC400 Social Media  
NC600 Conflict of Interest

Procedure  
NC400 Social Media

E. Document History

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