



10.1.5 Political Activities

Chapter 10 - Ethics, Standards of Conduct, and Relationships with External Entities	Original Effective Date: April 2000
Section: 10.1 Ethics, Standards of Conduct, and Relationships with External Entities	Date Last Reviewed: December 2008
Responsible Entity: Chief Legal Officer	Date Last Revised: December 2008

I. Purpose

To establish the guidelines and expectations about engagement regarding political activities.

II. Scope

This policy applies to all UT Health San Antonio faculty, staff, students, residents, health care providers, researchers, contractors, or any other individual providing services on behalf of UTHSA (collectively, Workforce Member, including employees and non-employees).

III. Policy

UT Health San Antonio (UTHSA) recognizes the right of faculty and staff to participate in political activities provided such activities:

1. are not conducted during work hours unless faculty and staff uses accrued compensatory or vacation leave;
2. do not interfere with the discharge and performance of faculty and staff's duties and responsibilities;
3. do not involve the use of equipment, supplies, or services of UTHSA;
4. do not involve the impermissible use of UTHSA facilities;
5. do not involve the attempt to coerce students, faculty, or staff to participate in or support the political activity; and,
6. do not involve UTHSA.

A. Leave of Absence

A leave of absence without pay may, but need not, be granted to faculty and staff of UTHSA for the purpose of participating in political activities.

10.1.5 Political Activities

A leave of absence without pay shall not be granted to faculty and staff of UTHSA for the purpose of being a candidate for an elective public office, holding an elective public office, or directing the political campaign of a candidate for an elective public office.

B. Conflict with Duties and Responsibilities

Faculty and staff of UTHSA who wish to engage in political activities that will interfere with the performance of their duties and responsibilities should voluntarily terminate employment.

Faculty or staff of UTHSA whose political activity interferes with the performance of their duties and responsibilities or who do not comply with the policy requirements, shall be subject to appropriate disciplinary action, including termination.

IV. Definitions

There are no defined terms used in this Policy.

V. Related References

There are no related documents associated with this Policy.

VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
04/2000	Policy Origination	Executive Committee	04/2000
12/2008	Policy Review	Executive Committee	12/2008