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Revision 0
Effective Date: June 2016

Executive Policy
Political Activity

Policy Statement

TVA employees are encouraged to take an active part in the civic affairs of our communities. However, the Hatch Act specifies the type of political activities in which federal employees may participate. Employees shall avoid any action or conduct which violates the Hatch Act.

Policy Intent

The Hatch Act was passed to protect federal employees from political pressures that might affect their careers as employees of the federal government.

Specific activities prohibited by the Hatch Act include:

Engaging in political activity while

- on duty,
- in a government building,
- wearing an official uniform (or official insignia identifying office or title of position), or
- using a government vehicle;

Using official TVA positions to influence any partisan or non-partisan elections;

Soliciting or discouraging participation in any political activity of any person who has an application for a grant, contract, license, or permit pending before TVA, or is a subject of or a participant in an ongoing TVA investigation;

Soliciting, receiving, or accepting political contributions for a political purpose from a person unless the contributor is a member of the same federal employee organization and not a subordinate employee, and the solicitation is for a pre-existing political action committee;

Running as candidates for nomination or election to partisan political offices;

Wearing partisan political buttons on duty; and

Intimidating, threatening, commanding, or coercing any federal employee covered by the Hatch Act to engage in, or not to engage in, any political activity.

Specific activities allowed under the Hatch Act include:

Registering and voting one's preference in any election;

Expressing opinions as individuals on any political subject or candidate;

Wearing political badges or buttons (except when on duty or while wearing a TVA uniform or official TVA insignia), or displaying political stickers or posters at personal residences or on private automobiles;

Making voluntary campaign contributions to a political party, organization, or candidate;

Working for or managing a political campaign, including campaigning for a candidate for public office or for a political party office and/or distributing campaign material (excluding fundraising);

Participating in non-partisan elections as candidates as long as participation does not interfere with the employee's TVA duties;

Performing duties at the polls on election day as long as the employee is off duty;

Being a member, officer, or organizer of a political party or other political organization and attending meetings, including conventions, rallies, and fund-raising functions;

Taking an active part in managing or working for the organization or event; and/or serving as a delegate to a political convention;

Signing petitions, including nominating petitions; and petitioning the United States Congress or any member of Congress.

Applicability

This policy is applicable to all TVA employees and personal services contractors with an employee/employer relationship with TVA.

Applicable Requirements

The Hatch Act, 5 U.S.C. §§ 7321 - 7326, governs the political activities of federal employees.

Implementation

TVA's Code of Conduct provides additional guidance on the requirements of the Hatch Act. Violating the Hatch Act's restrictions can result in termination or suspension.

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