



Executive Policy
Political Activity

Policy Statement

TVA employees and contractors are encouraged to take an active part in the civic affairs of our communities. The Hatch Act, however, limits certain political activities of federal employees, and it is TVA's policy that neither employees nor contractors may engage in political activity while on duty for TVA, while discharging duties for TVA on federal property, while wearing a TVA uniform or TVA insignia, or while using any vehicle owned or leased by TVA. Political activity is activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group.

Policy Intent

The Hatch Act applies to TVA employees, and TVA expects employees to avoid any conduct that violates the Hatch Act. The Hatch Act was passed to ensure federal programs are administered in a nonpartisan fashion, protect federal employees from political coercion in the workplace, and ensure that federal employees are advanced based on merit and not based on political affiliation. While the Hatch Act does not apply to TVA contractors, similar concerns apply with respect to TVA contractors, who often work in direct contact with TVA employees. Barring employees and contractors from engaging in political activity while on duty for TVA, while discharging duties for TVA on federal property, while wearing TVA insignia, or while using any vehicle owned or leased by TVA promotes efficiency, fairness, and integrity in the discharge of TVA duties and maintains proper discipline in the public service.

Applicability

This policy is applicable to all TVA employees and TVA contractors.

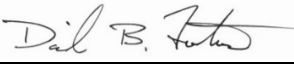
Applicable Requirements

The Hatch Act, 5 U.S.C. §§ 7321 - 7326, and its implementing regulations, 5 C.F.R. Part 734, govern the political activities of federal employees.



Implementation

TVA's Code of Conduct and TVA-SPP-11.801 Business Ethics provides additional guidance on what constitutes political activity and the requirements of the Hatch Act. Violating this policy or the Hatch Act's restrictions may result in termination or suspension. All questions about this policy should be directed to Ethics & Compliance.

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