



Minnesota Judicial Branch Policy

Policy Source:	Minnesota Judicial Council
Policy Number:	320
Category:	Human Resources
Title:	Employee Political Activity Policy
Effective Date:	September 15, 2006
Revision Date(s):	February 15, 2007
Supersedes:	Minnesota Supreme Court Political Activity Policy

I. POLICY STATEMENT

Judicial Branch employees hold a unique position within state government. All of an employee's activities and actions, both on and off the job, have the potential to reflect upon the impartiality and integrity of the Judicial Branch. In order to protect the Judicial Branch from partisan political influence, preserve the appearance of a non-partisan judicial branch and to ensure that employment decisions within the Judicial Branch are based on merit rather than partisan political considerations, the following policy on employee political activity is adopted.

Political Activity Prohibited During Work Hours

No employee shall engage in any political activity during scheduled work hours, or when using government vehicles or equipment, or on court property. Political activity includes, but is not limited to:

- a. Displaying campaign literature, badges, stickers, signs or other items of political advertising on behalf of any party, committee, agency or candidate for political office;
- b. Using official authority, title, or position, directly or indirectly, to influence or attempt to influence any other employee in the court system to become a member of any political organization or to take part in any political activity;
- c. Soliciting signatures for political candidacy;
- d. Soliciting or receiving funds for political purposes;
- e. Discriminating in favor of, or against, a judicial officer, employee or applicant for employment based on political beliefs, contributions or political activity permitted by law;
- f. Using public facilities including courthouse parking areas, equipment, supplies, or funds to solicit support for or opposition to any political committee, party, or issue or for the nomination or election of a person to public office.

Political Activities Prohibited Off Duty

- a. Using public facilities, including courthouse parking areas, equipment, supplies, or funds to solicit support for or opposition to any political committee or party, or for the nomination or election of a person to public office;
- b. Using an official employment title in relation to any political activity.

II. IMPLEMENTATION AUTHORITY

Implementation of this policy shall be the responsibility of the State Court Administrator or designee, acting as the agent of the Judicial Council.

III. EXECUTIVE LIMITATIONS

N/A