

HARBOR-UCLA MEDICAL CENTER

SUBJECT: POLITICAL ACTIVITY

POLICY NO. 212

PURPOSE:

This policy provides proper and ethical guidelines on political activities, which are to be observed by all workforce members.

POLICY:

Harbor-UCLA Medical Center’s workforce members shall refrain from political activities while in their official capacity. While it is essential that workforce members be free to exercise their rights and privileges as citizens, their position in government often gives greater influence to their actions than to similar actions by other citizens. In fact, actions which may be proper for an ordinary citizen may be improper and unethical for a workforce member.

A County workforce member who engages in the following improper activities shall be subject to immediate disciplinary action:

1. Knowingly soliciting or receiving political funds or contributions from a workforce member or from persons on County eligible lists. **EXCEPTION:** Soliciting funds for passage or defeat of a ballot measure affecting the pay, hours, retirement, and service or other working conditions of workforce members is permitted.
2. Participating in political activities which conflict with, limit, or restrict the effective performance of workforce member's official duties and responsibilities.
3. Participating in political activities of any kind during working hours or while in uniform.
4. Favoring or discriminating against any workforce member or person seeking County employment because of political opinions or affiliations.

EFFECTIVE DATE: 1980

SUPERSEDES:

REVISED: 09/10, 02/14, 06/17

REVIEWED: 09/86, 09/89, 10/92, 02/96, 05/98, 02/02, 10/04, 08/06, 02/14, 06/17

REVIEWED COMMITTEE: N/A

APPROVED BY:

Kim McKenzie, RN, MSN, CPHQ
Chief Executive Officer

Anish Mahajan, MD
Chief Medical Officer

Patricia Soltero Sanchez, RN, BSN, MAOM
Chief Nursing Officer

Signature(s) on File.

HARBOR-UCLA MEDICAL CENTER

SUBJECT: POLITICAL ACTIVITY

POLICY NO. 212

5. Participating in political activities in a manner so as to represent the County or any of its departments, officers, agencies, or officials, as endorsing a ballot measure, if such endorsement has not previously been given publicly.
6. Directly or indirectly using official authority or influence to interfere with any election.
7. Running for any political office, the campaign for which requires expenditure of such a substantial amount of workforce member's time as to interfere with the effective performance of the workforce member's job, unless a leave of absence is secured by the workforce member upon declaration of intention to run.
8. Permitting any person to enter any facility under the workforce member's control for purpose of soliciting or receiving political funds or contributions.
9. Using a County office to confer benefits or detriments in return for political activity, votes or corrupt considerations.
10. Expending any public resources to promote any partisan position. (This includes a prohibition of all signs and placards of political nature on County property).
11. Using any County property, including computers and e-mail for political activities.

In addition to the above, workforce members on "grant funded" or any training items funded by the Federal government are restricted by the Hatch Act from running for partisan political office. (Additionally, workforce members in service which are financed in whole, or in part, by loans or grants made by the Federal government may also be restricted from running for partisan political office). The enforcement of such restrictions rests with the Federal government.

Nothing in this policy shall be interpreted as denying any workforce member's rights to vote to express an opinion on any political matter, to participate in non-partisan political activities or engage in political activities during off duty hours.

PROCEDURE:

Any workforce member who has reason to question the political nature of activities in which he/she is engaged, shall discuss such concerns with his/her supervisor. Some outside activities may be reportable under the Department of Health Services' conflict of interest and/or outside employment policies.

Cross Reference: DHS Policy No. 744