

Office of Human Resources

***1202 Political Activity***

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**Georgia Department of Human Services  
Human Resources Policy #1202**

**Political Activity**

**Release Date:** June 16, 2009

**Revised Date:** February 19, 2020

**Next Review Date:**

**References:** 5 U.S.C. § 1501-1508 — Political Activity of Certain State and Local Employees  
O.C.G.A. § 45-10-70 — Holding office in political subdivision, political party, or political organization by non-elective state officers or employees  
Rules of the State Personnel Board 478-1-.08 Political Activity  
Federal Hatch Political Activities Act

Employees are protected from undue political pressure, influence or coercion by Federal and State laws, as well as Department policy. The same laws and policy limit political activity while assuring that the right to participate in the political process is preserved. The provisions of this policy apply to all DHS employees.

## Section A: Prohibited Political Activity

1. DHS employees are prohibited from engaging in the following political activities:
  - a. Political activities of any nature during work hours.
  - b. Political activities of any nature while on work premises.
  - c. Solicitation of other employees for any political purpose, whether or not during work hours or on work premises.
  - d. Retaliation against any employee for engaging in permissible political activity.
  - e. Holding or being a candidate for any political office, except as provided in Rule 8 Section 2 of the Rules of the State Personnel Board.
  - f. Directing, managing, controlling, or participating in a political campaign for state office or for office in the county of the employee's employing unit, except as provided in Rule 8 Section 2 of the Rules of the State Personnel Board.
  - g. Serving as a watcher, challenger, or similar partisan worker in any election.
  - h. Seeking, using, or attempting to use any coercive political pressure to secure for themselves or any other person an appointment, promotion, salary increase or any other employment advantage.
  - i. Using or promising to use, directly or indirectly, any official authority or influence to influence the political action of any other person, or to affect the results of a nomination, campaign or election to any public office, political party office, or an office of a political organization.

- j. Using or promising to use, directly or indirectly, any official authority or influence to influence the political action of any other person, or to affect the results of a nomination, campaign or election to any public office, partisan office, or an office of a political organization.
- k. Endorsing or opposing candidates for state office or county office in the county of the employee's employer or residence in a political advertisement, broadcast, campaign literature, rally or similar means of mass communication.
- l. Circulating a recall petition.
- m. Transporting any political campaign literature or matter, engaging in soliciting votes, transporting any person or persons soliciting votes in any election or primary, while traveling in a vehicle upon which the state is paying transportation mileage.

## **Section B: Federal Hatch Political Activities Act**

1. DHS employees whose principal employment is in connection with an activity, which is financed in whole or in part by loans or grants made by the United States or a Federal Agency are covered by the Federal Hatch Political Activities Act. As a matter of Federal law, such employees are not allowed to:
  - a. Use official authority or influence for the purpose of interfering with or affecting the result of an election or nomination for office.
  - b. Directly or indirectly coerce, attempt to coerce, command or advise a state or local officer or employee to pay, lend or contribute anything of value to a party, committee, organization, agency or person for political purposes.
  - c. Be a candidate for public elective office in a partisan election, which may include some part-time offices of local subdivisions of the state.

## **Section C: Potential Political Activity Request**

1. Employees are personally responsible for understanding the limitations of political activity and for determining if they are eligible for appointment or election to a public office, partisan office or an office of a political organization.
2. Employees must complete the Political Activity Authorization Request (Attachment # 1) and submit to their Division/Office Director or authorized designee for review and approval of potential political activity.
3. The request form must also be sent to the Office of Human Resources for final approval.
4. The request form is to be approved or denied in a timely manner. If denied, a reason for denial should be included on the request form.
5. The original is to be maintained by the supervisor and a copy is to be returned to the employee.

For additional information or assistance, please contact your local Human Resource Office, or email

# 1202 A1 Political Activity Authorization Request