



COLLEGE OF THE NORTH ATLANTIC
OPERATIONAL POLICY

TOPIC: POLITICAL ACTIVITY

Policy No.	HR-408	Division	Human Resources
Supersedes	n/a	Board Policy Ref.	GP-R-701
Related Procedure	HR-408-PR	Effective Date:	January 26, 2024 (R3)

1. PURPOSE AND SCOPE

The purpose of the Political Activity Policy (the Policy) is to cover aspects of employees' involvement in or intent of involvement in political activities and to address the need for a balance between employees' rights to engage in political activities and the requirement for the provincial public service to be politically impartial.

This Policy applies to all employees of College of the North Atlantic (CNA) – bargaining unit, non-bargaining unit and management and addresses two categories of political activities:

- 1) Participating in any activity in support of or in opposition to a political party and/or candidate; and
- 2) Seeking nomination or being a candidate in an election.

This Policy is in accordance with the Faculty and Support Staff Collective Agreements and Government's Human Resources Policy on Political Activity.

2. POLICY

It is the policy of CNA that all employees have the right to participate in the political process at every level and to enter political life if desired. At the same time, participation in political activities should not compromise or be perceived as compromising employees' performance of their duties in an impartial manner. Therefore, consideration must be given to employees' duties in the

organization and the nature of the political activities in which they wish to participate and proper provision must be made for the requisite academic, technical, administrative, and service needs of CNA.

3. PROCEDURE

The Associate Vice President of Human Resources shall ensure that procedures are developed and implemented in accordance with the Policy.

Approval History	
Approved by President	January 23, 2007
Revision 1	September 7, 2011
Reviewed	October 2015
Revision 2	November 4, 2016
Revision 3	January 26, 2024