

UNIFIED FIRE AUTHORITY BOARD POLICY MANUAL	
Chapter 2 <i>UFA Administration</i>	Section 6 <i>Political Activities</i>

Relevant Information: As public employees, employees of the UFA are entitled to the protections of the First Amendment freedom of association. An employee therefore cannot be dismissed, disciplined, or denied an opportunity on the basis of a political opinion or affiliation. Employees may voluntarily contribute funds or efforts to political candidates or organizations, become a candidate for public office (subject to the restrictions of the Hatch Act, see Section 7), and be free from any attempt by an employee to coercively patriciate or contribute to any political activity. There are, however, legitimate restrictions on such activity. An employee must not engage in political activity during hours of employment, solicit contributions from UFA employees during hours of employment, use UFA resources to engage in political activity, or use their positions within UFA to suggest any UFA endorsement of a political candidate, organization, or issue.

Policy Statement: It is the policy of the Board that UFA employees are entitled to the full protections of the First Amendment’s freedom of association for political activities, subject to reasonable restrictions consistent with law.