

Political Activity



Georgia Department of
Human Services

Employees of the Department of Human Services (DHS) 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.

This pamphlet is based on laws and policy which were in effect on July 1, 2009, and subsequent changes will take precedence over information in this pamphlet.



Prohibited Political Activity

DHS employees are prohibited from engaging in the following political activities:

1. Political activities of any nature during work hours.
2. Political activities of any nature while on work premises.
3. Solicitation of other employees for any political purpose, whether or not during work hours or on work premises.
4. Retaliation against any employee for engaging in permissible political activity.
5. Holding or being a candidate for any political office, except as provided in Section 8.200 of the Rules of the State Personnel Board.
6. 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 Section 8.200 of the Rules of the State Personnel Board.
7. Serving as watcher, challenger, or similar partisan worker in any election.
8. 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.
9. 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.
10. 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.

Prohibited Political Activity

11. Personally and knowingly endorsing or opposing candidates for state office or for 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.
12. Circulating a recall petition.
13. Transporting any political campaign literature or matter, or engage in soliciting votes, or transport any person or persons soliciting votes in any election or primary while traveling in a vehicle upon which the state is paying transportation mileage.

Federal Hatch Act

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:

- Use official authority or influence for the purpose of interfering with or affecting the result of an election or nomination for office.
- 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.
- Be a candidate for elective office in a partisan election (which may include some part-time offices of local subdivisions of the State).

Federal Hatch Act

Note: DHS 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, political party office or an office of a political organization.

Employees with questions about political activity should contact their human resource/personnel office or the Office of Human Resource Management and Development - Employee Relations Section at 404-463-6251.