

## Employee Participation in Political Activities

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### Purpose

To establish rules governing the participation of PCORI employees in political activities.

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### Policy

- (a) In accordance with PCORI's ***Restrictions on Political Activity and Expenditures Policy***, no PCORI employee may, as part of his or her job, be required to perform tasks in any way related to partisan political activity.
- (b) PCORI employees, like all citizens, have a constitutional right to express political opinions and engage in political activities. It is required that they do so only on their own time and avoid even the appearance that they are speaking or acting on behalf of PCORI.
- (c) **Restricted Activities**: PCORI employees are prohibited from engaging in the following activities:
  - i. Identifying yourself as a PCORI employee when participating in partisan political activities;
  - ii. Running as a candidate for public office in any partisan election while retaining his or her position at PCORI;
  - iii. Engaging in political activity while on duty or on or in any property owned or leased to PCORI;
  - iv. Engaging in political activity while wearing any PCORI insignia;
  - v. Using PCORI equipment, including computers, printers, copiers, mobile and landline telephones, fax machines, or office supplies to engage in any type of political activity;
  - vi. Using PCORI's e-mail system or communications platforms (e.g., website, blog, Twitter) to engage in any type of political activity;
  - vii. Wearing political buttons or other political items in the workplace or while engaged in PCORI-related business;
  - viii. Displaying items (e.g., posters, signs, stickers) in the workplace or while engaged in PCORI-related business that indicates support of or opposition to a political party, ballot issue, or a candidate in a partisan election;
  - ix. Soliciting, accepting, or receiving any political contributions; or
  - x. Allowing your official position, influence, or duties at PCORI to be used in connection with fund raising activities for partisan political activities.

- (d) No political activity undertaken by a PCORI employee shall be construed as an endorsed or sponsored activity of the Institute.
- (e) PCORI employees who participate in political activities are reminded that they are still subject to PCORI's policies and procedures, including the Institute's ***No Solicitation/No Distribution Policy***, ***Conflict of Interest Policy***, and ***Employee Acceptance of Gifts or Payments Policy***.

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### Procedures

- (a) All questions related to this policy should be directed to PCORI's Chief Operating Officer.

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### Definitions

- (a) **Political Activity**: Doing something in active support of or opposition to a political party, a candidate in a partisan election, or a partisan political group.
- (b) **Partisan**: Partisan elections are those in which at least one person is running as a Democrat, Republican, or member of another political party. Partisan groups, clubs, campaigns, and coalitions involve the affiliation with a political party, candidate for public office in a partisan election, or formation to support or oppose the activities of a political party or candidate for public office in a partisan election.

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### Collateral Documents

- (a) PCORI Restrictions on Political Activity and Expenditures Policy
- (b) PCORI No Solicitation/No Distribution Policy
- (c) PCORI Conflict of Interest Policy
- (d) PCORI Employee Acceptance of Gifts or Payments Policy