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## **POLICY**

All employees are encouraged to participate in local, state, national and Tribal elections; however, during working hours employees shall not participate in:

1. Circulation of petitions
2. Circulation of campaign literature and material
3. Circulation of campaign e-mails
4. Accepting or giving contributions
5. Vote solicitation
6. Voter intimidation
7. Wearing buttons, t-shirts, or caps for individuals running for election
8. Any activity that would assist or inhibit in the outcome of a candidate or issue.