



Volume 24-8, AUGUST 2024

## Army Civilian Political Activities

As the 2024 presidential elections draw closer, Army Civilian employees (including National Guard Technicians) should review the 'Do's and Don'ts' relating to political and campaign activities, as defined in the **Hatch Act** (5 U.S.C. 7321-7326). The Hatch Act identifies two primary categories of civilian employees: Less Restricted (most employees) and Further Restricted (including Senior Executive Service and Defense Intelligence Agency employees). The list below is not comprehensive; if you have any questions, consult your local Staff Judge Advocate for guidance.

*Activities marked with a red asterisk\* indicate a prohibition for Further Restricted employees.*

### ARMY CIVILIAN EMPLOYEES CAN:

- ✓ Be a candidate in a nonpartisan election.
- ✓ Register and vote as they choose.
- ✓ Assist in voter registration drives.
- ✓ Participate in nonpartisan campaigns.
- ✓ Contribute money to political campaigns, political parties, or partisan political groups.
- ✓ Attend political fundraising functions.
- ✓ Attend political rallies and meetings.
- ✓ Join political clubs or parties.
- ✓ Campaign for or against referendum questions, constitutional amendments, or municipal ordinances.
- ✓ Sign nominating petitions.
- ✓ Place signs or banners in their yard supporting a candidate for partisan political office.
- ✓ Circulate nominating petitions.\*
- ✓ Campaign for or against candidates in partisan elections.\*
- ✓ Make campaign speeches for candidates in partisan elections.\*
- ✓ Distribute campaign literature in partisan elections.\*
- ✓ Volunteer to work on a partisan political campaign.\*
- ✓ Express opinions about candidates and issues. If the expression is political activity (i.e., activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group), then the expression is not permitted while the employee is on duty, in any federal room or building, while wearing a uniform or official insignia, or using any federally owned or leased vehicle.

Department of the Army  
Inspector General



The Inspector General  
LTG Donna W. Martin

Deputy,  
The Inspector General  
BG James K. Doohan

The Inspector General  
Sergeant Major  
SGM Delia Quintero

Federal Voting  
Assistance Program  
(overseas civilians)



<https://www.fvap.gov/citizen-voter>

1-800-438-VOTE (8683),  
DSN: 425-1584  
[vote@fvap.gov](mailto:vote@fvap.gov)

### More on the Hatch Act:

Department of Defense  
Standards of Conduct Office

<https://dodsoco.ogc.osd.mil/DoD-Personnel/Ethics-Topics-for-DoD-Personnel/Political-Activities/>



### Resources:

- 5 U.S.C. 7321-7326, often referred to as the 'Hatch Act.'
- Federal Voting Assistance Program (FVAP) for DoD Civilians assigned outside the U.S.



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## Army Civilian Political Activities (continued)

### ARMY CIVILIAN EMPLOYEES CANNOT:

- ⊗ **Be a candidate for nomination or election to public office in a partisan election.**
- ⊗ **Use his or her official authority or influence to interfere with or affect the result of an election. For example:**
  - ⊗ **Use his or her official title or position while engaged in political activity.**
  - ⊗ **Invite subordinate employees to political events or otherwise suggest to subordinates that they attend political events or undertake any partisan political activity.**
  - ⊗ **Knowingly solicit or discourage the participation in any political activity of anyone who has business before their employing office.**
- ⊗ **Solicit, accept, or receive a donation or contribution for a partisan political party, candidate for partisan political office, or partisan political group. For example:**
  - ⊗ **Host a political fundraiser;**
  - ⊗ **Invite others to a political fundraiser;**
  - ⊗ **Sell tickets to a political fundraiser;**
  - ⊗ **Use any e-mail account or social media to distribute, send, or forward content that solicits political contributions.**
- ⊗ **Engage in political activity (*i.e., activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group*) while the employee is on duty, in any federal room or building, while wearing a uniform or official insignia, or using any federally owned or leased vehicle. For example:**
  - ⊗ **Distribute campaign materials;**
  - ⊗ **Display campaign materials or items;**
  - ⊗ **Perform campaign related chores;**
  - ⊗ **Wear or display partisan political buttons, t-shirts, signs, or other items;**
  - ⊗ **Make political contributions to a partisan political party, candidate for partisan political office, or partisan political group;**
  - ⊗ **Post a comment to a blog or a social media site that advocates for or against a partisan political party, candidate for partisan political office, or partisan political group;**
  - ⊗ **Use any e-mail account or social media to distribute, send, or forward content that advocates for or against a partisan political party, candidate for partisan political office, or partisan political group.**

## Social Media Guidelines

In general, federal employees may use social media and comply with the Hatch Act if they remember the following three prohibitions:

**On Duty or in the Workplace Prohibition –** Employees may not engage in political activity while on duty or in the federal workplace.

**24/7 Prohibition –** Employees may not knowingly solicit, accept, or receive a political contribution for a political party, candidate in a partisan race, or partisan political group.

**24/7 Prohibition –** Employees may not use their official authority or influence to affect the outcome of an election.

Some employees are considered further restricted under the Hatch Act. In addition to the prohibitions above, further restricted employees are subject to a fourth prohibition:

**24/7 Prohibition –** Further restricted employees may not take an active part in partisan political management or campaigning.