

POLICY MANUAL
CHAPTER 6 - HUMAN RESOURCES POLICIES
6.25 PROHIBITED POLITICAL INFLUENCE AND ACTIVITY POLICY

PURPOSE:

This policy sets forth the guidelines of political activities or discussions within the workplace. It is the intent of the Mississippi Lottery Corporation (“MLC”) to protect all employees from any type of political harassment within the workplace. Employees are encouraged to exercise their personal rights and maintain political opinions on their own time and not within the MLC. Absolutely no employee may discuss their opinions with any other employees during working hours. No employee or candidate for a position may seek, use or attempt to use any coercive political pressure to secure an advantage in the appointment to any position with the MLC.

POLICY:

The MLC encourages employees to participate in lawful political activities, however, any type of politics discussed or solicited during working hours is strictly prohibited. Outside activities must be conducted on the employees own time and in no way suggest the MLC’s support or opinion, which includes, but is not limited to, participating in political activities while wearing any clothing or other insignia, including identification that would associate the employee with MLC.

PROCEDURE:

1. Employees shall not:

- a. Seek, use or attempt to use, any coercive political pressure to secure, for themselves or any other person, an appointment, promotion, increase in pay or any other employment advantage with the MLC or otherwise;
- b. Use or promise to use, directly or indirectly, any official authority or influence, whether possessed, anticipated, or apparent, 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 office or any office of a political organization;
- c. Directly or indirectly, coerce, attempt to coerce, command or advise any employee to pay, provide services, either voluntarily or for compensation, lend, or otherwise contribute anything of value to any person, party, committee, organization or agency for political purposes;
- d. Participate in any form of political activity while under color of office or position with MLC or the appearance of same;
- e. Transport any political campaign literature or matter, or engage in soliciting votes or transport anyone soliciting votes in any election or primary while traveling in an MLC-owned vehicle or, as to Officers, in a vehicle for which the MLC pays transportation expenses during business hours; or
- f. Solicit contributions or support from MLC’s Vendors, Retailers or other contractors.

2. The following is strictly monitored and prohibited while on-duty:

- Demonstrations
- Circulating petitions
- Soliciting votes or contributions at any time during work and/or within the MLC facility
- Conducting or participating in opinion polls
- Fundraising
- All other activities not considered part of the employee's normal duties
- Employees are prohibited from utilizing any MLC equipment or resources for making, copying, or distributing political materials or messages or any other political activity
- Sharing any type of political messages which are inappropriate or offensive to co-workers is prohibited
- Any form of harassment of co-workers, retailers or vendors regarding political preferences will not be tolerated
- No clothing should be worn with any type of political undertones
- No buttons, stickers, flyers, or any other type of political paraphernalia is allowed in the MLC facility and may not be distributed while on duty or on the property

Any violation of this policy is subject to discipline up to and including termination.