

Frequently Asked Questions (Specifically for FIU Faculty & Staff)

Q: Can I participate in an advocacy or a letter writing campaign of importance to me?

A: Yes, provided you do so on your own time and that you do not use FIU resources.

Q: Am I allowed to use my FIU computer to tweet or post messages encouraging other faculty and staff to contact Florida legislators to support FIU initiatives?

A: Yes, as long as you tweet or post during your free time at work, and the amount of time that you spend on social media is minimal.

Q: Is it okay for me to encourage other FIU staff and faculty to advocate for FIU?

A: Yes, but it is important that you do not pressure other staff or faculty members to advocate for FIU, especially if you are a manager. It is okay to encourage participation, but it is not okay to make other staff and faculty feel pressured into doing so.

Q: As an FIU alumni and faculty member, are there any restrictions or limitations that I need to be aware of when advocating for or against an initiative that may impact FIU?

A: Yes, as an FIU employee/alumni you can definitely support FIU; however, you should not use FIU resources and you should make sure that the amount of time spent advocating for FIU during working hours is minimal.

Q: Am I allowed to share my opinion regarding how certain initiatives may impact FIU?

A: Yes, you may answer questions from a factual perspective on the impact to FIU; however, the facts should be presented fairly, completely and without bias. If at all possible, try to avoid editorial comment.

General Do's & Don'ts for FIU Faculty & Staff

Political Activities

Examples of the kinds of activities in which faculty, staff, and students may engage personally as individuals on their own time, provided they do not use university resources and do not say or imply they are acting on behalf of FIU:

- Donating money off of the university campus to support or oppose a political candidate or ballot initiative.
- Acting as a volunteer by writing letters, making phone calls, knocking on doors, or distributing flyers in support of or opposition to an FIU initiative.
- Organizing or attending rallies in support of or opposition to an FIU initiative.
- Writing letters to the editor or op-ed pieces supporting or opposing an FIU initiative.
- Giving speeches and participating in debates for or against an FIU initiative.
- Writing to elected officials to express personal opinions on an initiative.
- Renting FIU facilities to communicate about FIU initiatives to students, faculty or staff, on the same terms available to any member of the public under applicable use policies for that facility, provided that campaign fundraising may not occur.

Examples of activities in which faculty, staff, and students may generally engage under the law, even if public resources are used:

- Disseminating factual material on initiatives to news organizations, other media and the general public.
- Conducting scholarly research on the effects of an initiative or political issue on FIU, the state, the economy, etc.

- Disseminating the results of scholarly research on an initiative or political issue in academic journals.
- Renting FIU facilities to outside parties or university organizations for pursuant to applicable use policies and subject to the usual and normal charge for that facility, provided that campaign fundraising may not occur.
- Planning and holding academic conferences, forums, symposiums or panel discussions on campus, or inviting guest speakers (to campus, to discuss initiatives (must not be for the purpose of influencing a vote in an election)).

Faculty, staff, and students cannot, however, use public resources to engage in political activities for or against an initiative. Here are some examples of political activities that use public resources and thus are generally not permitted under Florida law:

- Soliciting or accepting political contributions in an FIU facility.
- Sending out a campaign communication using university stationery or postage purchased by the university.
- Using an official FIU e-mail list or listserv to campaign for or against a political candidate or ballot initiative.
- Using FIU equipment to copy material supporting or opposing an initiative.
- Using FIU's email system for the purpose of supporting or opposing an initiative, subject to FIU's de minimis personal use exception.
- Conducting a political campaign or campaigning in favor of an initiative from a FIU office or other FIU facility, or otherwise using FIU resources, such as a FIU-provided telephone, computer, e-mail address, social media account, etc., to conduct such a campaign.
- Campaigning in the name of FIU or purporting to speak on behalf of FIU when supporting or opposing an initiative, whether in speech, writings, or social media postings.

Relevant FIU Policies:

- [1710.250 Political Activity](#)
- [Political Activity \(AFSCME\)](#)
- [1710.255 Political Participation](#)
- [Political Participation \(AFSCME\)](#)