



## THE HATCH ACT

### Permitted and Prohibited Activities for Federal Employees Subject to Further Restrictions\*

Generally, federal employees who are considered “further restricted” are prohibited from taking an active part in partisan political management or partisan political campaigns. Specifically, these employees may not engage in “political activity” on behalf of a political party or partisan political group (collectively referred to as “partisan groups”) or candidate in a partisan election. Political activity refers to any activity directed at the success or failure of a partisan group or candidate in a partisan election.

For more information, contact the U.S. Office of Special Counsel at (202) 804-7002 or [hatchact@osc.gov](mailto:hatchact@osc.gov).

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- **May** be candidates in non-partisan elections.
  - **May** register and vote as they choose.
  - **May** assist in non-partisan voter registration drives.
  - **May** contribute money to partisan groups and candidates in partisan elections.
  - **May** attend political rallies, meetings, and fundraisers.
  - **May** join partisan groups.
  - **May** sign nominating petitions.
  - **May** participate in campaigns where none of the candidates represent a political party.
  - **May** campaign for or against referendum questions, constitutional amendments, or municipal ordinances.
  - **May** express opinions about political issues.
  - **May** express opinions about partisan groups and candidates in partisan elections while not at work or using official authority.
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- **May not** be candidates in partisan elections.
  - **May not** use official authority to interfere with an election or while engaged in political activity.
  - **May not** invite subordinate employees to political events or otherwise suggest that they engage in political activity.
  - **May not** knowingly solicit or discourage the political activity of any person with business before the agency.
  - **May not** solicit, accept, or receive political contributions (including hosting or inviting others to political fundraisers) unless both persons are members of the same federal labor or employee organization, the person solicited is not a subordinate employee, the solicitation is for a contribution to the organization’s political action committee, and the solicitation does not occur while on duty or in the workplace.
  - **May not** engage in political activity while on duty, in the workplace, wearing a uniform or official insignia, or in a government vehicle. For example:
    - **May not** wear or display partisan materials or items.
    - **May not** make political contributions.
    - **May not** use email or social media to engage in political activity.
  - **May not** be active in partisan political management. For example:
    - **May not** hold office in partisan groups.
    - **May not** organize or manage political rallies or meetings.
    - **May not** assist in partisan voter registration drives.
  - **May not** be active in partisan political campaigns. For example:
    - **May not** make campaign speeches or otherwise campaign for or against candidates.
    - **May not** distribute campaign materials, including via email or social media.
    - **May not** circulate nominating petitions.
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- \*Further-restricted agencies and employees include:
- Election Assistance Commission
  - Federal Election Commission
  - Office of the Director of National Intelligence
  - Central Intelligence Agency
  - Defense Intelligence Agency
  - National Geospatial Intelligence Agency
  - National Security Agency
  - National Security Council
  - National Security Division (Department of Justice)
  - Criminal Division (Department of Justice)
  - Federal Bureau of Investigation
  - Secret Service
  - Office of Criminal Investigation (IRS)
  - Office of Investigative Programs (Customs Service)
  - Office of Law Enforcement (ATF)
  - Merit Systems Protection Board
  - U.S. Office of Special Counsel
  - Career members of the Senior Executive Service
  - Administrative law judges, administrative appeals judges, and contract appeals board members