



POLITICAL ACTIVITY POLICY

(For Teaching & Non-Teaching Staff)

Prepared by: Affan Hanif (Asst. Human Resources-SRMC)

Reviewed by: Dr. Nazia Azam Yousfani (Vice-Principal-SRMC)

Approved by: (Academic Council Meeting-SRMC)

1. Purpose

The purpose of this policy is to ensure that all staff members of Suleman Roshan Medical College (SRMC) maintain professionalism, neutrality, and an environment free from political influence. The policy aims to protect the institution's academic integrity, promote a respectful workplace, and prevent conflicts of interest.

2. Scope

This policy applies to all teaching and non-teaching staff, including full-time, part-time, contractual, visiting, administrative, and support staff of SRMC.

3. General Policy Statement

SRMC is an academic and professional institution and, therefore, must remain politically neutral. All employees are prohibited from engaging in political activities within the premises or using SRMC resources for political purposes.

4. Prohibited Activities

The following activities are **strictly prohibited** for all staff while on duty, on campus, or representing SRMC:

1. Political Campaigning

- Promoting, supporting, or opposing any political party, candidate, or group.
- Distributing political materials on campus.

2. Political Discussions Affecting Work Environment

- Engaging in political arguments, debates, or conversations that disrupt work or create conflict.

3. Use of SRMC Resources

- Using college name, logo, email, offices, classrooms, vehicles, or any official facilities for political purposes.

4. Organizing or Participating in Political Gatherings on Campus

- Meetings, rallies, speeches, or demonstrations of political nature.

5. Influencing Students or Colleagues

- Encouraging or pressuring students or staff to support or oppose any political group.

5. Allowed Activities (Under Conditions)

Staff may participate in political activities as private citizens only, provided that:

1. Such activities are conducted outside working hours and outside SRMC premises.
2. The staff member does not represent SRMC or use institutional identity for political gain.
3. The participation does not affect job performance or violate professional ethics.

6. Social Media Conduct

1. Staff must not use SRMC email, photos, or official affiliation in political posts.
2. Political opinions posted from personal accounts should include a disclaimer such as:

“Views expressed are my own and not those of Suleman Roshan Medical College.”

3. Online behavior must remain respectful and must not harm the reputation of SRMC.

7. Conflicts of Interest

Staff must disclose any political role (e.g., membership in a political organization, public office involvement) that may conflict with their duties. SRMC reserves the right to take action if such involvement affects neutrality or job responsibilities.

8. Disciplinary Actions

Violation of this policy may result in:

- Verbal or written warning
- Suspension
- Restriction of certain duties
- Termination of employment (in severe or repeated cases).