

**Procedure Title:** Employee Participation in Community Activities  
**Procedure Number:** 03-2005-0012  
**Board Policy Reference:** I.D. Strengthening Our Community

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**Accountable Administrator:** President  
**Position responsible for updating:** Chief Human Resources Officer  
**Original Date:** December 2005  
**Date Approved by Cabinet:** 01-31-06  
**Authorizing Signature:** *Signed original on file*  
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**Reviewed:** 07-13

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**Purpose/Principle/Definitions:**

The President encourages employees to be involved in community activities that help to establish working affiliations with the community and promote the mission of the College. More specifically, this involvement includes community boards, commissions, task forces, service clubs, and similar associations that are deemed to have the beneficial results.

The President recognizes that employees are a human resource and should be committed to the service of the College and the community it serves.

Employee involvement in community activities provides:

1. Community perspectives on educational programs
2. Opportunities to assess community needs
3. Intergovernmental cooperation

The President further realizes that employee participation in the above types of activities leads to personal and professional development.

College resources, as deemed appropriate by the President, may be used to facilitate employee involvement in community activities.

**Legal References:**

ORS 341.290 (2)  
OAR 589-006-0050  
Oregon Constitution, Article XV, Section 8.