

I. PROHIBITED ACTIVITIES

No person shall be appointed or promoted to, or demoted or dismissed from, any position with the Port Commission, or in any way favored or discriminated against with respect to employment, because of his or her political or religious opinions or affiliations, race, sex, or membership or non-membership in any private organization.

No employee of the Port Commission shall, directly or indirectly, pay or promise to pay any assessment, subscription, or contribution for any political party, faction, or candidate, or solicit or take any part in soliciting any such assessment, subscription or contribution of any employee.

No employee shall, directly or indirectly, give, render, pay, offer, solicit or accept any money, service or other valuable consideration for or on account of any actual or proposed appointment or promotion, except for the compensation and benefits associated with an actual promotion.

No employee shall:

1. Use this official authority or influence for the purpose of interfering with or affecting the result of an election or nomination for office;
2. directly or indirectly coerce, attempt to coerce, command, or advise a State or local officer or employee to pay, lend, or contribute anything of value to a party, committee, organization, agency, or person for political purposes; or
3. if the salary of the employee is paid completely, directly or indirectly, by loans or grants made by the United States or a Federal agency, be a candidate for elective office.

An employee reserves the right to vote as he chooses and to express his opinions on political subjects and candidates.

The support of issues involving bonded indebtedness, tax referenda, or Constitutional amendments shall not constitute prohibited activity.

No person shall make any false statement, certificate, mark, rating, form or report about any application, test, certification, personnel transaction, appointment or employment, or in any manner commit or attempt to commit any fraud. No employee or applicant for

employment shall directly or indirectly persuade, induce or coerce or attempt to persuade, induce or coerce any prospective applicant to withhold filing application for employment with the Port Commission. The penalty for violation by applicants or eligible applicants shall be cancellation of any or all applications.

Discrimination is prohibited. For purposes of this section, "Discrimination" means consideration of religious or political beliefs, sex, race, or any other non-merit factors.

It shall be the duty of every employee to assist the Port Commission in effectively carrying out the provisions of the Prohibited Activity policy and to answer truthfully, whether under oath or otherwise, all proper questions put to him by authorized representatives of the Board of Commissioners.