

Abstract of Federal Personnel Manual System Letter #785

SUBJECT: Public Protest; Employee Conduct and Personnel Policy

## 1. LEAVE

Designation of a day for discussions, protests, or nonwork has no effect insofar as the Federal Government is concerned on a normal Government business day. This means that Government employees are expected to report for duty and perform their work on such a day as on any other workday. If an employee requests annual leave (or LWOP) on that day, and if his services can be spared, he may be granted the leave. The purpose for which he requests leave is not generally material.

## 2. EMPLOYEE PARTICIPATION

a. Any attendance by employees at meetings or rallies must be on his own time, e.g. before or after work or on lunch period. If, however, his official position requires him to support the policies or operations being criticized, he should refrain from public protest activities.

b. If violations of law occur while participating in activities of public protest, the employee is responsible for his personal conduct and may be disciplined for his misconduct.

c. Wearing of buttons, armbands, or other insignia while on duty in support of public protests is objectionable only if in so doing the work environment is disturbed or is in conflict with the employee's official duty to support the policy protested.

## 3. USE OF GOVERNMENT OWNED OR LEASED PROPERTIES

If employee groups promoting a protest wish to use Government buildings, bulletin boards, or other Government facilities for meetings and posting of information, Agency should request the General Counsel, GSA in Washington or the Public Buildings Service in the field for guidance.

SECRET

Classification

351-4068 Red 1877  
356-0340 Green 3184  
356-1095  
OX-7-1745

25X1A

1. The Office of Security Command Center will be activated at 1800 hours on 18 November 1969 and will be in operation until Sunday afternoon as long as required. Senior Security Officers will be on duty in the Command Center at Headquarters, at Ames Building, in South Building, and in [redacted]. In addition, extra vehicle patrols will be mounted in Rosslyn and in the 2420 E Street area. Guards will be augmented in Rosslyn.

2. Building emergency procedures established for the Poor Peoples Campaign are being updated and contact will be made with each Agency responsible building officer in this connection. These officers must be available to proceed to their building should the situation necessitate their presence.

3. Senior officials who may have meetings in Washington, especially on Saturday, and, in particular, where the carrying of classified information is necessary, are urged to check with the OS Command Center prior to departure to get a current factual picture and assessment of the situation.

4. The OS Command Center will be in close touch with the Operations Center and will obtain from the Operations Center whereabouts information on senior officials.

5. We propose that the Agency's position on buttons, armbands, etc., be that these are inconsistent with the Agency's non-partisan role and should, therefore, not be worn during duty hours on Agency premises. If employees appear wearing such items, supervisors will encourage their removal or will propose that the individual take annual leave if wearing them is that essential.

6. It is proposed to disseminate the Civil Service Commission guidance, plus the information in paragraph 5 above, to supervisory personnel throughout the Agency through Support and Personnel Officer channels in addition to command channel dissemination stemming from the Executive Committee discussion.

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: Chief, Personnel and Training Staff, OL 1201 Ames Building	EXTENSION 2657	NO.
	DATE 13 November 1969	

TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. Chief, Building Planning Staff				<p>Attached <sup>is</sup> an abstract of the Civil Service Commission guidance on protests and a sheet containing pertinent Agency information concerning this week's anti-war activities. These papers will assist you in being responsive to any queries you may have concerning these activities.</p> <div style="background-color: black; width: 150px; height: 30px; margin: 10px auto;"></div> <p style="text-align: right;">25X1A</p>
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