

**STAFF PARTICIPATION IN POLITICAL ACTIVITIES**

The School Board recognizes that employees of the School District have certain civic rights. Employees, as citizens, have a right to engage in political activities. Nevertheless, this right to engage in political activities may be reasonably conditioned by the school board as an employer. This policy defines the types of conduct that are not permitted.

Employees will not advocate their personal political views or engage in political activities defined in this policy during hours of official employment. Employees will not exploit students in any way to promote their personal political views. Employees will not misrepresent their political views as those of the school division. Examples of activities that are not permitted include:

1. Representing personal political views as those of the school division; employees should always take adequate precautions to distinguish between their personal political views and those of the school division;
2. Interfering with colleague's exercise of political and citizenship rights and responsibilities; and
3. Using school division privileges, school division resources or working time to promote political candidates or for partisan political activities.

It is the intent of this policy that political activities be narrowly defined to mean only "partisan political activities." Partisan political activities would include the posting of political circulars or petitions, collection and/or solicitation of campaign funds, solicitations for campaign workers and other activities of a clearly partisan nature, including those activities relating to local, state, or federal elections.

Nothing in this policy is to be construed as precluding discussion of current events or conducting mock elections, debates, conventions or similar simulated political activities, where the activity is primarily intended as an educational experience.

**Legal References:**

*Garcetti et al v. Ceballos*, 547 U.S. \_\_\_\_\_ (2006)

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