

## GUIDELINES ON POLITICAL ACTIVITY

<b>Board Policy GAHB:</b>	<b>Political Activity</b>
<b>Board Policy KIB:</b>	<b>Advertising in Schools</b>
<b>Board Policy KIC:</b>	<b>Distribution/Posting of Promotional Materials</b>
<b>Board Policy KIA:</b>	<b>Solicitations in Schools</b>

---

In order to protect the rights of employees to exercise the privileges of citizenship and support candidates of their own choosing without pressure or coercion, the Board adopted a policy prohibiting employees from engaging in political activities during working hours or while engaged in work-related business. The policy, further, prohibits the use of any School Board facility or resources to promote any candidate for public office.

Employees are prohibited from engaging in political activity during working hours or at school-sponsored events. This prohibition includes, but is not limited to:

- Making or soliciting contributions to campaign funds.
- Promoting any candidate by distribution of e-mails, cards, signs, pictures, or handbills.
- Wearing clothing, pins or buttons that support a political candidate.

Employees may not use any JPPSS materials or equipment, including GroupWise, mailing lists, pony, copy machines, computers, school-related social media platforms, or any other JPPSS resources, to engage in any type of campaign or election activity.

School leaders should note the following:

- Candidates may not place campaign advertisements in school programs (e.g. football program).
- Employees may endorse candidates as *private citizens*, but may not use their official title or otherwise indicate that they speak on behalf of the district in doing so. For example, a school leader may endorse a candidate as a private citizen during non-working hours, but may not include his/her official title in the endorsement insofar as doing so might imply that the principal is speaking on behalf of the district.

- Campaign signage and advertisements may not be posted at school-sponsored events, even if the event does not take place on School Board property.

Visitors, including, but not limited to, parents, volunteers and vendors, are prohibited from promoting candidates or engaging in other campaign or election activities while on School Board property or during school-sponsored events.

This policy prohibits all election and campaign-related activity on School Board property and at school-sponsored events. The policy prohibits employees from engaging in political activity during working hours or while otherwise engaged in work-related activities.

This policy is not intended to interfere, in any way, with an employee's personal time or activities as a private citizen during non-working hours.