

**Douglas Education  
Service District**

Code: **GBF**  
Adopted: 12/09/10  
Readopted: 4/16/15  
Orig. Code(s): 12125

**Staff Participation in Community Activities**

The Board encourages all DESD employees to support and become involved in community activities that promote the well-being of children and students of Douglas County. The Board also encourages DESD employees to join local service organizations whose goals are to improve the lives of Douglas County residents. To that end, the superintendent may allow employees to take paid or unpaid leave to engage in public service activities provided such activity does not interfere with the employee's effective performance of his/her job or jeopardize the efficient operation of DESD programs.

Employees are not to use the DESD name or logo in connection with any event or public service activity that implies endorsement by DESD unless permission to do so is given by the superintendent.

END OF POLICY

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**Legal Reference(s):**

[ORS 334.125](#)