

Staff Participation in Public Affairs

School employees may exercise their right to participate fully in affairs of public interest on a local, county, state and national level, on the same basis as any citizen in a comparable position in public or private employment and within the law.

All district employees are privileged within the limitations imposed by state and federal laws and regulations to choose any side of a particular issue and to support their viewpoints as they desire by vote, discussion or persuading others.

However, these rights do not extend to school or school sponsored events. While performing their duties employees are representatives of the district. Personal opinions about public, political, religious, and social issues should not be expressed while in the performance of school duties. The classroom is a place for students to draw their own conclusions based on objectively presented facts; indoctrination and persuasion of any kind is antithetical to the teaching profession and to the ethics of the district. Similarly, materials that advocate for a particular position on an issue are prohibited from the workplace (i.e., campaign pins, signs, and shirts).

No employee will use district facilities, equipment or supplies in connection with his/her campaigning, nor will he/she use any time during the working day for campaign purposes.

END OF POLICY

Legal Reference(s):

[ORS Chapter 244](#)
[ORS 260.432](#)

OR. CONST., art. XV, § 8.