

## **Staff Participation in Political Activities**

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 either side of a particular issue and to support their viewpoints as they desire by vote, discussion or the persuasion of others. Such discussion and persuasion, however, will not be carried on during the performance of district duties, except open discussion during classroom lessons that center on a consideration of all candidates for a particular office or both sides of a particular political or civil issue.

On all controversial issues, employees must designate that the viewpoints they represent on the issues are personal viewpoints and are not to be interpreted as the official point of view of the district.

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

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### **Legal Reference(s):**

[ORS Chapter 244](#)

[ORS 260.432](#)

OR. CONST., art. XV, § 8.

### **Cross Reference:**

INB – Teaching about Controversial Issues