

**CLOVIS UNIFIED
SCHOOL DISTRICT**

PERSONNEL

Certificated, Classified, Administrative and Supervisory

**COMMUNITY PARTICIPATION, POLITICAL ACTIVITIES, AND PERSONAL
ITEMS OF EMPLOYEES**

PURPOSE: To establish a policy governing employee community participation, political activities, and display of personal items in the workplace.

A. Community Participation and Political Activities.

The Board recognizes the right of any employee, student, or member of the Board of the District to assume their full responsibility as citizens living in a democracy including such citizen rights as voting; discussing the social, political and economic issues of the day in public meetings; supporting candidates; accepting appointive or elective public office; or holding office in political parties.

Except as otherwise provided by law, political activities shall not be conducted by District employees on District premises during normal operating hours. Further, employees shall exercise reasonable care to show that they are acting in the capacity of a private citizen. Nothing in this policy shall prevent:

1. The discussion and study of political, social, and moral issues when such discussion and study are appropriate to the subject matter of a course.
2. The dissemination of information concerning school tax and/or bond elections insofar as authorized by the Education Code.
3. The conducting of student elections and campaigning connected therewith.
4. Employees use of school facilities for meetings under the Civic Center Act.

Except as authorized by the Education Code, no employee shall, during duty hours or in the performance of official duties, attempt to influence other District employees, students, or parents to (1) support or oppose any candidate, including any candidate for election to the governing board, or (2) support or oppose any ballot measure.

The Board further recognizes that school district organizations, staff, and administration have an obligation to participate, whenever practical, in appropriate affairs of the District, worthwhile community organizations, and upon occasion, county, state, municipal, and national events.

The Superintendent or designee will consider inappropriate any activities by school organizations, school employees, or District administrators that might be construed by the community as implying District support for candidates for elective office, in accordance with applicable laws and such guidelines as set forth in the administrative regulation.

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SCHOOL DISTRICT****B. Display of Personal Items in Workplace.**

District staff shall not display personal items reflecting politics, religion, social movements, and/or personal ethics, except in a District staff's personal space that is not in plain view of other individuals. The display of any items in workspaces is considered District speech and may be regulated in accordance with this board policy.

Adopted: 06/24/1981

Reviewed: 09/08/2005, 04/12/2006, 04/23/2007, 10/20/2008

Amended: 10/25/1989, 07/08/1992, 01/24/1996, 03/24/2004, 03/14/2012, 10/21/2020 (BP 6311
renumbered as BP 4119.25, 4219.25, 4319.25), 11/09/2022

EDUCATION CODE

7050-7058 Political activities of school officers and employees

38130-38139 Civic Center Act

51520 Prohibited solicitations on school premises

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