

**STAFF PARTICIPATION IN POLITICAL ACTIVITIES**

- I. The Board recognizes that employees of Nebo School District have the same fundamental civic responsibilities and privileges as other citizens. Among these are seeking elected public office, holding an elected or appointive public office, and campaigning for or supporting other candidates for public office.
  - A. Any employee who intends to seek an elected office shall notify the Superintendent in writing of the office for which he/she intends to file.
  - B. At this time the Superintendent and the employee shall determine whether he/she wishes to continue employment and agree to the terms and conditions if employment is to continue.
  - C. In connection with campaigning for himself/herself or others:
    1. No employee shall use school system facilities, equipment, or supplies to campaign for one party or a specific individual. This shall include the use of e-mail, fax machines, copy machines, school mail boxes, etc.
    2. Pictures of students with candidates should not be taken or used for political purposes while on school or district property.
    3. School employees must remain neutral in all interactions with students while in their official capacity.
    4. Unless rented after hours, neither the school nor its campus may be used for specific political campaigns.
- II. The Superintendent or his/her designee will meet with and discuss violations of this policy with any employee involved.

Approved: 3-14-01