

## STAFF INVOLVEMENT IN POLITICAL ACTIVITIES

The Board of Education recognizes that employees of the Evansville Community School District have the same fundamental civic responsibilities and privileges as other citizens. Among these are campaigning for and/or supporting those seeking an elective public office as well as holding an elective or appointive public office.

No school employee shall, (1) in the presence of any student, and (2) during hours for which pay is received or while the employee is otherwise acting within the scope of their employment, engage in any activity for the solicitation, promotion, election, or defeat of any referendum, candidate for public office, legislation, or political action. When not engaged in the performance of their duties (e.g., during designated lunch periods) and when no students are present, employees who are at a work location may engage in private conversations with non-students or in other personal activities that address, for example, political topics.

With regard to campaigning, no employee shall use school system facilities, equipment, or supplies including e-mail and staff mailboxes; nor shall the employee use any time during the working day for campaigning purposes for himself or herself or persons he or she is supporting.

This policy does not apply to the provision of information by school employees in connection with any election, referendum or legislation where authorized by the Board or District Administrator and where consistent with legal limitations on the use of public funds and school district resources.

Legal Ref.: Sections 6.76 Wisconsin Statutes (Time off for Voting)

11.36 (Political Solicitations Involving Public Officials and Employees Restricted)

12.07 (Election Restrictions on Employers)

19.59 (Code of Ethics for Local Government Officials, Employees and Candidates)