

**STAFF PARTICIPATION IN POLITICAL ACTIVITIES**

The Alexandria City School Board (Board) acknowledges the right of its employees to engage in political activity.

The Board also recognizes that school time and school property should not be used for partisan political purposes. Thus, when engaging in political activities, an employee may not

- use the employee’s position within the school division to further a political cause;
- engage in any activity supporting or opposing a candidate or political party while on duty, while on school property during school hours, or while representing the school division;
- suggest in any manner that the school division supports or opposes a candidate for election to any office; or
- use school division resources to support or oppose a candidate for public office or political party.

These restrictions are not intended to limit the rights of employees to support or oppose any political candidate or party on their own time. They are intended to minimize distractions from instruction; assure that no public funds are used to support any candidate for public office; and assure that the public is not given the false impression that the school division supports or opposes any political candidate or party. Employees who engage in political activities on their own time must make clear that their views and actions represent their individual positions and do not represent the views of the school division.

Adopted: November 17, 1998  
 Amended: June 11, 2015  
 Amended: June 23, 2016

Legal Refs.: 47 USC § 315(a)  
 Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78

Cross Refs.:	GAC	Employee Use of Social Media
	GAC-R/IIBEB-R	Social Media Regulations
	KF	Distribution of Information/Materials
	KG	Community Use of School Facilities
	KG-R	Community Use of School Facilities Regulations and Application

**STAFF PARTICIPATION IN POLITICAL ACTIVITIES  
AND SCHOOL BOARD ELECTION CAMPAIGNS**

The Alexandria City School Board (Board) acknowledges the right of its employees to engage in political activity ~~not in violation of local, state, or federal law.~~

The ~~School~~ Board also recognizes that school time and school property should not be used for partisan political purposes. ~~The following is a non-exhaustive list of activities prohibited by this policy. An ACPS employee may not:~~ Thus, when engaging in political activities, an employee may ~~not~~ Participate in campaign activities during hours of employment;

- ~~u~~Use ~~the employee's his or her~~ position within the school division to further a political cause;
- ~~e~~Engage in any activity supporting or opposing a candidate or political party while on duty, while on school property during school hours, or while representing the school division;
- ~~s~~Suggest in any manner that the school division supports or opposes a candidate for election to any office; ~~or~~
- ~~u~~Use school division resources to support or oppose a candidate for public office or political party; ~~or~~ ~~d~~Distribute campaign material to any student during school hours, unless such distribution is in furtherance of the objectives of the curriculum;

These restrictions are not intended to limit the rights of employees to support or oppose any political candidate or party on their own time. They are intended to minimize distractions from instruction; assure that no public funds are used to support any candidate for public office; and assure that the public is not given the false impression that the school division supports or opposes any political candidate or party. Employees who engage in political activities on their own time must make clear that their views and actions represent their individual positions and do not represent the views of the school division.

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**Commented [1]:** With the revisions this is word for word the VSBA model policy.

**Commented [2]:** I would recommend removing this. First, it's not in the model policy. Second, it may be the case that a political activity may be barred by a state or local law and that state or local law conflicts with a federal law, or the law at issue is unconstitutional.

**Commented [3]:** This is not in the model policy and is redundant with the the bullet prohibiting supporting or opposing a candidate or political party

**Commented [4]:** Struck as this is not in the model policy and is redundant with the prohibition in supporting any candidate or or political party.

DRAFT