

POLITICAL ACTIVITY DURING WORK HOURS

(Memorandum No. QL-29-September 5, 2000)

While many of us may have strong opinions about candidates or measures in upcoming elections and may choose as responsible members of the community to actively engage in political processes during off-duty hours, it is important to note our legal obligation and individual responsibility as public employees to refrain from use of District resources for political activities and engagement in political activity during work hours.

Legal Prohibition and Board Policy

Education Code 7054 states, in part:

“No school district or community college district funds, services, supplies or equipment shall be used for the purpose of urging the support or defeat of any ballot measure or candidate, including, but not limited to, any candidates for election to the governing board of the district.”

“A violation of this section shall be a misdemeanor or felony punishable by imprisonment in the county jail not exceeding one year or by a fine not exceeding one thousand dollars (\$1,000), or by both or imprisonment in a state prison for 16 months, or two or three years.”

In addition, Board Rule 1267 prohibits any political activity on District premises except as provided under the Civic Center Act or as between employees during nonworking time, including duty-free lunch periods.

In particular, employees at school locations should be mindful of their role as authority figures relative to students, and should avoid the distribution or display of partisan materials, (e.g. posters, political buttons, apparel), in instructional settings, i.e. in the presence of students.