

STAFF PARTICIPATION IN POLITICAL ACTIVITIES

The Essex County School Board recognizes the right of its employees to engage in political activity.

The Essex County School 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 Essex County Public Schools Division to further a political cause;
- engage in any activity supporting or opposing a candidate or political party while on duty, while on Essex County Public Schools' property during school hours, or while representing the Essex County Public Schools Division;
- suggest in any manner that the Essex County Public Schools Division or any component of it supports or opposes a candidate for election to any office; or
- use any Essex County Public Schools Division's property to engage in any activity supporting or opposing a candidate for public office or a political party.

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

Adopted: April 9, 2012
Revised: December 9, 2013
April 12, 2021

Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-70, 22.1-78.

