

VENTURA COUNTY OFFICE OF EDUCATION

SUPERINTENDENT POLICY NO. 4119.25 & 4219.25

ADOPTED: 2/14/96

CLASSIFICATION: Personnel

REVISED: 09/17/08

SUBJECT: Political Activities of Employees

As an employee, you have the right and privilege to take or refrain from taking a stand on a political issue and to support or oppose any issue or candidate. Such activities, however, must be conducted on your own time and off the premises of VCOE. You cannot use VCOE property and/or resources, e-mail and/or network systems, bulletin boards and letterhead/stationery to express your opinion on a political matter. You can wear political badges, buttons and other political apparel and/or accessories while at work. However, political items must be removed or covered while providing instruction to students, making presentations to students and/or adults, and when otherwise representing the organization. You can also display political stickers on privately-owned cars while at work and express opinions and campaign during non-working hours. You are expected to exercise reasonable care to show that you are acting in the capacity of a private citizen and not as a member of the staff of VCOE.

Like other citizens, employees may use school facilities for meetings under the Civic Center Act.

Employees shall refrain from prohibited activities identified in law and administrative regulations. Employees who engage in these activities shall be subject to disciplinary action and/or criminal penalties.

Legal Reference:

EDUCATION CODE

7050-7057 Political activities of school officers and employees

40040-40048 Civic Center Act

51520 Prohibited solicitations on school premises

GOVERNMENT CODE

3543.1 Rights of employee organizations