

## **HUMAN RESOURCES**

### **Duties, Responsibilities, and Rights of Employees Schools and Employee Political Activities**

This regulation supersedes Regulation 4426.1

#### **I. PURPOSE**

To provide guidelines regarding employee political activities.

#### **II. SUMMARY OF CHANGES SINCE LAST PUBLICATION**

Section III.C. has been revised to clarify that FCPS students should not be polled regarding their political beliefs, consistent with the Virginia Code. Legal reference added.

#### **III. GUIDELINES**

- A. All employees shall be encouraged to exercise their constitutional rights as citizens, but they shall not involve their schools in political campaigns.
- B. Campaign literature supporting one or more candidates shall not be distributed within the schools or on school buses by pupils, teachers, or others; nor shall campaign posters be displayed at or within the schools. (Customary community political activities, however, may be expected on election days at schools when schools are used as polling places.)
- C. Employees shall not poll their pupils to determine their political beliefs or how their parents are voting on any issue and shall not attempt to indoctrinate pupils with personal political and social philosophy; however, employees are not prohibited from political activity after hours of official employment.

#### **IV. PROBLEMS**

Problems concerning the political activity of an employee shall be reported and discussed in a conference between the employee and the assistant superintendent, Department of Human Resources.

Legal Reference: Code of Virginia, Section 2.2-3803