**PERSONNEL**

Staff Participation in Political Activities

The Board recognizes the right of its employees, as citizens, to engage in political activities. A staff member may seek an elective office provided that the staff member does not campaign on district property during working hours. District property and work time, supported by public funds, may not be used for political purposes. District employees may not wear campaign buttons or other campaign materials advocating for or against a specific initiative, referendum, ballot measure, candidate, or political campaign during work hours.

In the event the staff member is elected to office, the employee may request a leave of absence in accordance with the leave policies of the district or the provisions of any applicable collective bargaining agreement. District employees who hold elective or appointive public office in an organization are not entitled to time off from their district duties for reasons incident to such offices unless the circumstances surrounding the leave request qualify under leave policies of the district.

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| Legal Reference: | RCW | 41.06.250 | Political activities. |
| | | 42.17A.555 | Use of public office or agency facilities in campaigns – Prohibition – Exceptions. |
| | | 42.17A.635 | Legislative activities of state agencies, other units of government, elective officials, employees. |

Adopted: March 22, 2023