While the District does not discourage personal participation in the political process, please remember that any engagement or participation in political activities must be done on your own time and in an individual capacity. Please be certain not to represent yourself as speaking on behalf of the District.

In addition, Texas law prohibits the use of District funds and resources to campaign or advocate for or against any candidate or measure. District resources include, but are not limited to, the District's technology resources, telephones, and copy and fax machines. District facilities will not be used by anyone to publish or circulate any type of political advertising, except as allowed by law or Board policy.

The following guidelines are provided to encourage all employees to operate with respect to each other and the political process:

- Teachers will not use their classroom or instructional time to advocate for or against any particular candidate or measure.
- Unless specifically authorized by the District, employees will not use District time or resources to communicate with legislators or legislative staff to advocate or provide information on legislative issues.
- Employees will not wear any clothing, badges, buttons, or symbols that advocate any candidate or measure during hours of employment or during any time while performing acts within the scope of employment.
- Political advertisements of any type will not be placed in teacher mailboxes or posted in teacher workrooms, teacher lounges, or on classroom websites.
- Political signs, including, but not limited to, yard signs, bumper stickers, and flyers will not be brought on District property for distribution, except as allowed by law when District property is being used as a polling place and on the employee's own time.
- District employees and staff members are permitted to have election bumper stickers on their vehicles while parked on school property; however, the addition of signs or writing on the vehicle is prohibited.

APPROVED – MAY 2015