
**Board of Trustees
Douglas County School District****PERSONNEL****POLITICAL ACTIVITIES**

The Board of Trustees recognizes the rights of its employees, as citizens, to engage in political activity. However, the Board also recognizes that school property and school time should not be used for partisan political purposes except as provided for in policies pertaining to the use of school buildings by civic and political organizations. With approval from the Superintendent or designee, elected or appointed local, state, or federal officials who are acting in their official capacity may address students and employees on matters relevant to the educational environment, or of interest to the audience.

The Board of Trustees subscribes to the principle that school district employees must, with all other citizens, share the responsibility for the development of a sound public body and assume full political and citizenship responsibilities. With that goal in mind, the following guidance has been established for all employees:

Employees should

1. Address political topics as impartially and objectively as possible.
2. Not allow personal biases to intrude or interfere with professional judgment.
3. Handle political issues in a manner relevant to the content of the course and appropriate to the knowledge and maturity of the students.
4. Inform the principal/designee when there is a doubt about the impact of a political topic in planned instruction.
5. Encourage critical thinking by offering multiple perspectives of the issue(s) under discussion, gathering information, considering implications and consequences of varying viewpoints, checking for assumptions, and using questions to guide ideas and clarify thinking.

6. Act consistent with district policy, administrative regulation, and school administration guidance on politics and political policy in the educational environment. Employees are responsible for ensuring guest speakers and/or elected officials adhere to the aforementioned expectations.

Employees should not

1. Misrepresent the Douglas County School District, but will take adequate precautions to distinguish between personal and instructional views.
2. Present social and political theories as fact.
3. Interfere with another person's exercise of political and citizenship rights and responsibilities while on school district property or during school-sponsored events unless such activity is inconsistent with applicable policy, regulation or law.
4. Use district privileges, resources, or working time to promote political candidates or partisan political activities.

For purposes of this policy, prohibited "political activities" is narrowly defined to mean "political, election or campaign activities" which would include, but not be limited to, the posting of political circulars or petitions; campaigning for any local, state or federal elected or appointed position; collection and/or solicitation of campaign funds; solicitations for campaign workers; the use of students/staff in writing or addressing campaign materials; the use of district property or resources (including email, audio announcement systems, web based or other electronic media or other communication or computer systems); or the distribution of election or campaign materials to students or staff on school property or during school time in any manner which would indicate that a school employee is using the employee's position with the district to further personal views on candidates for public office or on questions of public policy. The exception is the circulation of literature pertaining to bond referenda for school purposes.

Nothing in this Regulation shall be interpreted as prohibiting employees from the following:

1. Conducting appropriate activities which encourages students to become involved in the political processes of the party of the students' choice or as a non-partisan.

2. The fair use of political figures as resource persons in the classrooms, provided appropriate authorization is obtained. If the principal determines that a candidate may visit the school, the same opportunity must be afforded to all candidates running for the same seat. During election seasons, these rules apply to current office holders who are up for election, candidates for any office, and their surrogates.
3. Students engaging in campaigning activities for school leadership offices or other school-based student elections.
4. Collective bargaining agents and their membership from utilizing district mail services, email, and bulletin boards for organizational material, which may contain political activity, in accordance with NRS Chapter 288 and current collective bargaining agreements.

Should a student-group or an affiliated organization, whether it be a school-based booster club or a school-sponsored organization such as a PTA or PTO, obtain permission to hold a candidate night or a political fair or a similar activity, all candidates for the offices represented must be given an equal opportunity to participate, speak, and/or display materials.

In view of the voting rights of eighteen-year-olds, school facilities may be used as meeting sites for student political groups before or after the regular instructional day or during lunch time as approved by site administration. A teacher or a community person approved by the principal/designee must be in attendance at such meetings. Voter registration events for eligible students are permitted when approved by the principal/designee.