

# Political Activity by TTSD Employees

## Quick Reference Guide

Under Oregon law, public employees cannot promote or oppose a candidate or ballot measure during work hours, or while working in their official capacity. But public employees can advocate for or against a candidate or ballot measure during their personal time.



Allowed



Not Allowed

During work time, employees may provide public information about a measure and its likely effects, provided that the information is impartial and balanced.	Employees cannot advocate for or against a candidate or measure during work time or while acting in their official capacity.
Discuss current election and issues in appropriate subject area courses (judiciously).	Advocate for your preferred candidate or personal political views in class discussions.
Wear a small button supporting a candidate or measure during work hours, provided that it's not disruptive to the educational environment.	Use or wear campaign slogans, outside of the narrow exception for small buttons.
Place a sign at your home or in the vehicle that you park on district property.	Make expressions in the workplace that are disruptive to the learning environment, or promote hate, racism and discrimination.
Endorse or advocate for a campaign during non-work hours and not in your official TTSD role.	Use your TTSD email account, equipment or facilities at any time to advocate or allow a parent group to do so.
Write a letter to the editor during non-work hours, as a community member or educator.	Write a letter to the editor during work hours or in your official capacity as a TTSD employee.
Advocate on your own social media account, on your own device and on non-work hours, remembering that you could be seen as a public figure because of your TTSD role.	Use a TTSD computer, network or school-related account for advocacy on social media.
Participate in door-to-door campaigning and phone banks during non-work hours.	Use work hours for campaigning or asking other staff, students or volunteers to campaign.
Make a personal campaign contribution in your own name to a candidate or political action committee.	Use TTSD funds for advocacy or political action committee materials (example: making copies).
Encourage voter registration or share "Remember to Vote" materials on work time.	Encourage others to vote for or against XYZ or share "Vote for XYZ" materials during work hours.
Encourage voting-age students to vote.	Encourage voting-age students to vote for or against XYZ.

TTSD also has a broader guide to political and social expression that can be found at [ttsdschools.org/political-activity](https://ttsdschools.org/political-activity). If you have questions, please ask your administrator. Source: Oregon Secretary of State's Restrictions on Political Campaigning by Public Employees; ORS 260.432 <https://sos.oregon.gov/elections/Documents/restrictions.pdf>