

## **POLITICAL ACTIVITY**

### **1. Political Activity**

Employees shall not engage in political activity of any kind during working hours. This includes, but is not limited to soliciting money, influence, service, or any other valuable thing to aid, promote, or defeat any political committee or the nomination or election of any person to public office. Wearing or displaying of apparel, buttons, insignia, or other items which advocate for or against a political candidate or a political cause is also an example of prohibited political activity during work hours.

Furthermore, during working hours no employee shall attempt to coerce, command, or require a person holding or applying for any position, office, or employment, including a citizen requesting service supplied by the District, to influence or to give money, service, or other valuable thing to aid, promote, or defeat any political committee, or to aid, promote, or defeat the nomination or election of any person to public office.

Employees may not participate in any of the above-mentioned activities off duty while wearing a uniform, name tag, or any other item identifying them as a representative of the District.

Employees are expressly forbidden to use any District resources to engage in any political activity outside the approved scope of the District's official duties. This includes, but is not limited to:

- Interoffice mail
- Email
- Telephone
- Fax machines
- Copy machine
- Internet
- District sponsored social media or mass communication systems
- Reader boards or other district signage

### **2. Running for or Holding Political Office**

While employees are encouraged to participate in the political process, they must understand the District also has an obligation to provide service to the public.

Employees who are seeking, or who have been elected or appointed to public office, shall not conduct any campaign-related business while on duty or participating in District sponsored events.

If there is a conflict with or the activities hinder the performance of the duties with the District, the employee will comply with one of the following (final approval is at the District's sole discretion):

- The employee may apply and seek approval for use of accrued leave time;
- The employee may request unpaid leave per the *LCSD Board Policy GCBA - Leaves*; or
- The employee will be expected to resign their position, either with the District or their elected/appointed office at the employee's discretion

The maximum duration of paid or unpaid leave time allowed for approval will be twelve (12) months. The District's leave policies and applicable collectively bargained agreements addressing the continuation of health insurance, retirement benefits, accrual of additional leave time, and job and seniority status will be applied.

### **3. Election-Related Communications**

Pursuant to NRS 294A, any election-related communications published in support of or opposition to a candidate which contain official contact information of District must state that the communication is not endorsed by and is not an official publication of the District.

**Reference:** NRS 294A