

## POLITICAL COMMITMENTS

In compliance with State law, the District will not:

1. solicit or require an employee, applicant for employment or applicant for academic admission to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals or principles concerning political movements or ideology;
2. solicit or require a student to affirmatively ascribe to specific beliefs, affiliations, ideals or principles concerning political movements or ideology;
3. use statements of commitment to specific beliefs, affiliations, ideals or principles concerning political movements or ideology as part of the evaluation criteria for employees, applicants for employment or employees that are seeking career progression or benefits;
4. use statements of commitment to specific beliefs, affiliations, ideals or principles concerning political movements or ideology as part of the academic evaluation of students.

This policy does not prohibit, limit or restrict:

1. the District's authority to require a student or employee to comply with Federal or State law, including anti-discrimination laws, or to take action against a student or employee for violation of Federal or State law;
2. an educator's academic freedom;
3. an educator's ability to research or write publications about specific beliefs, affiliations, ideals or principles concerning political movements, ideology or social action;
4. the District's authority to consider an applicant for employment's scholarship, teaching or subject matter expertise in their given academic field;
5. the District's authority to offer an established character education program.

District policies, guidance and training materials used for students, educators and staff on all matters regarding specific beliefs, affiliations, ideals or principles concerning political

movements or ideology except protected legal communications or guidance are made publicly available.

[Adoption Date: October 16, 2024]

Legal References

ORC 3319.614

Cross References

AC - Nondiscrimination

GBG - Staff Participation in Political Activities

IB - Academic Freedom

INB - Teaching About Controversial Issues

Legal References:

ORC 3319.614