

REGULATION
Staff Political Activities

Descriptor Term: GAHB-R(1)
Date: XXXXXX XX, 2024

The Bibb County School District ("District") recognizes that its employees have the responsibility to uphold the public trust and that an employee's political involvement must not interfere with or conflict with the employee's job.

A. Definitions

1. "Employees" mean all individuals employed by the District.
2. "School Facilities" mean all facilities, grounds, vehicles, property, and athletic areas owned by the District.
3. "Equipment" means all physical and electronic resources purchased by or donated to the District. Examples of equipment include, but are not limited to, copy machines, paper, telephones, computer systems, computer programs, email systems, electronic devices, and internet services.

B. Employee Participation and Political Activities

1. Time during normal working hours may not be used for campaigning or for the promotion of political candidates unless the employee is on personal leave.
2. Employees are prohibited from using District equipment for campaigning or for the promotion of a political candidate.
3. Employees are prohibited from soliciting or attempting to coerce votes or anything of value from anyone in support of or in opposition to a candidate for public office at any District school or facility .
4. Employees should not use time during the normal workday for campaigning or for the promotion of a political candidate unless the employee is on personal leave.
5. School sponsored functions that involve an employee or Board member as a qualified candidate for an elected office should not be structured in such a manner as to provide the employee or Board member an advantage over other candidates.
6. Schools and facilities are not be used to promote an employee who is a political candidate, unless the employee is on personal leave or it is after work hours. The use of any school or facility must comply with Board Policy KG, Use of School

Facilities, and Regulation KG-R(1).

7. Employees should not attempt to use their position or authority as an employee of the District to exert political pressure on behalf or against a candidate for an elected political office.
8. Employees should not display any political billboards, pictures, signs, posters, badges, buttons, or other political advertisement at any school, facility or on their person during normal business hours or while performing job duties.
9. Employees may place political advertisements on their vehicles, which are driven and parked on District property if the political advertisement does not disrupt the orderly operation of the school, interfere with the work of school officials, or with school programs or instruction.
10. Employees should not solicit or conspire with others to violate Policy GAHB or this regulation.
11. Political activities within the instructional programs are not prohibited under Policy GAHB. Employees may participate in mock elections, including the displaying of campaign materials, in compliance with the Georgia Standards for Excellence.
12. If an employee fails to adhere to the guidelines referenced herein, the employee could be subject to disciplinary consequences.