

Employee Political Activities

Policy Code:

7720

Employment or volunteer service with the school system does not preclude an individual from participating in political activities, such as registering and voting, campaigning for candidates or issues, running for or serving in public office, attending political events, and contributing funds to partisan groups or candidates. These political activities must not: (1) take place during work hours; (2) involve school system funds or materials; or (3) make use of an official school position, school system branding or other intellectual property to encourage or to coerce students, employees, or others to support or oppose a political party, candidate, political platform or potential legislation.

The following activities are prohibited of all GCS employees and volunteers:

- A. Actively campaigning or soliciting support for any candidate for public office while on duty or providing services or labor to the Guilford County school district or its students.
- B. Using a position with GCS to force, coerce, or compel any student or other GCS employee to make financial or other contributions to any political campaign.
- C. Circulating political posters or petitions, writing or addressing campaign materials, or distributing campaign materials on school property while on duty or providing services or labor to the Guilford County school district or its students.
- D. Using a position with GCS to intimidate, harass, or coerce a student or another employee relative to a particular political issue, policy, or campaign platform.

As specified in [Policy 2220 Official Board of Education Spokesperson](#), the chairperson of the board or designee and the superintendent or designee are the official spokespersons for the school system. Employees, when exercising their rights as citizens, should take steps to ensure that their personal political activities or opinions are not erroneously attributed to the board or the school system.

This policy should not be construed as prohibiting impartial study and discussion of political or other controversial issues in the classroom setting. However, employees must be mindful of their responsibility to deliver the curriculum of the school system and may not present their personal political views to students in the classroom or when otherwise engaged in the instruction of students.

Legal References: [U.S. Const. amend. I](#); [G.S. 115C-46.1, -47\(18\)](#); *Boring v. Buncombe County Bd. of Educ.*, 136 F.3d 364 (4th Cir. 1998); *Lee v. York County Sch. Div.*, 484 F.3d 687 (4th Cir. 2007)

Cross References:

Adopted: August 26, 2002

Revised: May 10, 2022 (recoded from policy KIAB); [date]