

# Employee Conduct and Political Activities

## 2360-10 | Employee Conduct and Political Activities

Date Approved: June 14 2011

Date Amended:

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### 1.0 Discussion of Political or Religious Issues in Classrooms

1.1 Political or religious issues, as they form part of the curriculum under study in a School District classroom, shall be dealt with in accordance with the British Columbia Teachers' Association's Code of Ethics and Regulations 1110-10 through 1110-50.

### 2.0 Distribution of Political or Religious Materials

2.1 There shall be no distribution of political or religious materials for the purpose of proselytism in schools.

2.2 Teachers are required to submit correspondence to their administrator for approval prior to sending it home to parents in order that administration is aware of what is being considered for distribution.

2.3 Subsection 2.2 does not include homework, notes or comments in agenda books, or documents specifically for students (e.g. Birthday cards).

2.4 Before rejecting, or requiring material changes to, any correspondence, administrators are required to consult with the Superintendent with respect to such correspondence.

### 3.0 Meetings of a Political or Religious Nature

3.1 Meetings of a partisan political or denominational religious nature may not be conducted as part of a curricular or extra-curricular activity for students. Meetings and displays of a partisan political or denominational religious nature conducted by community groups renting a School District facility shall be confined to areas to which the students do not, under normal circumstances, have access, or from which for the duration of such activities students have been excluded.

### 4.0 Running for Public Office

4.1 It is the privilege of any employee of the Board of Education to offer themselves as a candidate for any public office for which they may be eligible. They shall, however, first familiarize themselves with Board regulations by consulting the Superintendent.

4.2 In any case where, in the opinion of the Superintendent, the requirements of the public office would interfere with the carrying out of the duties of its employee, leave-of-absence must be obtained. Subject to the requirements of any collective agreement, full-time leave-of-absence will be granted, without pay, for the duration of the term of office. Upon application, part-time leave-of-absence may be granted where no loss to the educational program results. Such absence will be monitored by the Superintendent.

4.3 On expiration of the leave-of-absence, subject to the requirements of any collective agreement, the

employee shall be re-engaged by the Board but not necessarily in the same position that they formerly held. Reasonable efforts will be made to place the returning employee in their former position or in a relatively equal position for which they are qualified.

## Employee Conduct and Political Activities Policy

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The School Act requires a non-sectarian approach to the conduct of education in British Columbia schools. Therefore, the study of political or religious issues in classrooms shall be of an objective and comparative nature, and related to the provincial curriculum.

The Board will not allow any activities or distribution of materials in its schools during instructional hours which are political or religious in nature and which proselytize. The Board delegates to the Superintendent the authority to make and implement regulations with respect to activities that may be pursued and materials that may be distributed.

*Principles for Employee Conduct include the following:*

**Loyalty:** All employees have a duty of loyalty to the school district as their employer. The duty of loyalty requires employees, irrespective of political preferences or affiliations, to serve the school district to the best of their ability. Employees must, in the conduct of their duties, instill confidence and trust, and must not impugn the reputation of the school district.

**Public Comment:** School district employees are free to comment on public issues but must exercise caution to ensure that, by doing so, they do not jeopardize the perception of impartiality in the performance of their duties. For this reason, care should be taken in making comments or entering into public debate regarding school district policies. Employees must not use their position in the school district to lend weight to the public expression of their personal opinions.

**Political Activity:** Employees are free to participate in political activities. Employees (or their affiliates) must not engage in political activities during working hours. Employees' political activities must be clearly separated from activities related to their employment (including the use of organization resources of any kind). Employees are required to obtain prior approval in accordance with [Regulation 2360-10](#) before distributing union, political or religious information to students or parents.

**Related Policies and Regulations:**

**2360-10 Employee Conduct and Political Activities**

**5220 Use of Schools, Grounds and Equipment Policy**

**5220-10 Use of Schools, Grounds and Equipment**