

# Employee Conduct and Political Activities

## 2360-10 | Employee Conduct and Political Activities

Date Approved: June 14 2011

Date Amended: November 10 2020

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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 schools during instructional hours which are political or religious in nature and which are intended to convert the belief or opinion of another person. 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, including comments on social media, 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 Regulation

## Employee Conduct and Political Activities Policy

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