

## POLITICAL ACTIVITY OF EMPLOYEES

The Board of Trustees establishes the following policy relating to political activity of employees:

1. This policy prohibits political activity during an employee’s working hours. It shall not be construed to prohibit an employee from urging the support or defeat of a ballot measure or candidate during nonworking time. “Non-working time” means time outside an employee’s working hours, whether before or after school or during the employee’s luncheon period or other scheduled work intermittency during the school day.
2. District employees shall not use or reference the South Orange County Community College District, Saddleback College, Irvine Valley College, and/or Advanced Technology and Education Park (ATEP) names if they choose to endorse any ballot measure, candidate, or legislation as a private citizen, unless they receive prior written approval from the Chancellor following consultation with the Board President.
3. Employees shall not use District funds, services, supplies, or equipment to urge the passage or defeat of any ballot measure or candidate, including, but not limited to, any candidate for election to the Board of Trustees.
4. District resources may be used to provide information to the public about the possible effects of a bond issue or other ballot measure if both the following conditions are met:
  - a. The informational activities are otherwise authorized by the Constitution or laws of the State of California; and
  - b. The information provided constitutes a fair and impartial presentation of relevant facts to aid the electorate in reaching an informed judgment regarding the bond issue or ballot measure.

*References:*

*California Education Code, Sections 7050, 7054, and 7056*  
*Government Code, Section 8314*