

Harlem School District

PERSONNEL

5224

Political Activity - Staff Participation

The Board recognizes its individual employees' rights of citizenship, including but not limited to, engaging in political activities. An employee of the District may seek an elective office provided that the staff member does not campaign on school property during working hours, and provided all other legal requirements are met. The District assumes no obligation beyond making such opportunities available. In the event the staff member is elected to office, the employee is entitled to take a leave of absence without pay in accordance with the provisions of § 2-18-620, MCA.

No person may attempt to coerce, command or require a public employee to support or oppose any political committee, the nomination or election of any person to public office, or the passage of a ballot issue.

No District employee may solicit support for, or opposition to, any political committee, the nomination or election of any person to public office, or the passage of a ballot issue while on the job or at his place of employment. However, nothing in this section is intended to restrict the right of a District employee to express his personal political views.

Legal Reference:	5 USC 7321, et seq.	Hatch Act
	2-18-620, MCA	Mandatory leave of absence of public employees attending training camp or similar training program
	13-35-226, MCA	Unlawful acts of employers and employees

Policy History:

Adopted on: March 15, 2000

Revised on: