



# SAN DIEGO COMMUNITY COLLEGE DISTRICT

Policy  
0509

October 14, 1998

## POLITICAL ACTIVITY OF OFFICERS AND EMPLOYEES

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### CONDITION

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances. (First Amendment to the US Constitution.)

### POLICY

In order to clarify the relationship of District Trustees, officers, and employees concerning political activity/involvement, the Board hereby adopts the following statement of policy:

1. No restriction shall be imposed upon; no advantage shall be afforded to; and no disadvantage shall be imposed against any officer or employee of the District because of political acts, opinions, or, affiliations which are outside the time of assigned duty.
2. Political activity outside the time of assigned duty, but on the premises of the District, may be regulated as to time, place, and manner under the following rules:
  - a. The political activity shall be prohibited when substantial disruption or material interference with District activity or educational programs would result.
  - b. Political activity during duty-free lunch breaks or non-duty rest breaks is authorized provided officers or employees who are in duty status are not involved.
  - c. No District funds, resources, supplies or equipment may be used to support the political activity except as authorized under the Civic Center provisions of the Education Code.

Care must be exercised by all officers and employees to ensure that political activity, when conducted in an off-duty status, does not imply or represent that they are acting in their official capacity.

SUPERSEDES: 2/15/79