238 Political Affiliations or Ideologies

The School shall not solicit or require an employee or applicant for employment, or a student to affirmatively ascribe to or opine about specific beliefs, affiliations, ideals, or principles concerning political movements or ideologies. Additionally, the School shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideologies as part of the academic evaluation of students.

Nothing in this policy shall be construed to prohibit, limit, or restrict any of the following:

1. The School's authority to require a student or employee to comply with federal or state law, including anti-discrimination laws, or to take action against a student or employee for violation of federal or state law;
2. An educator's academic freedom;
3. An educator's ability to research or write publications about specific beliefs, affiliations, ideals, or principles concerning political movements, ideology, or social action so long as those publications so not violate other laws or policies or constitute conduct unbecoming of the teaching profession;
4. The School's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field;
5. The School's authority to offer an established character education program.

All policies, guidance, and training materials used for students, educators, and staff on all matters regarding specific beliefs, affiliations, ideals, or principles concerning political movements, or ideologies shall be available to the public for review unless otherwise protected by law.

This policy is not intended to restrict employee rights under the National Labor Relations Act.

R.C. 3319.614.