



Legacy Academy of Excellence  
"Start creating your legacy of success!"  
2283 Sunbury Road, Columbus, Ohio 43219  
Phone number: (614) 927-7420  
[www.Legacy1870.com](http://www.Legacy1870.com)

## Political Belief Policy

Legacy Academy of Excellence (school) shall not solicit or require an employee or applicant for employment or academic admission to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

(2) The school shall not solicit or require a student, teacher, employee or staff member to affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

(3) The school shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology as part of the evaluation criteria for employees or applicants for employment, or employees that are seeking career progression or benefits.

(4) The school shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology as part of the academic evaluation of students.

(B) Nothing in this act shall be construed to prohibit, limit, or restrict any of the following:

(1) A school's authority to require a student or employee to comply with federal, local 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;

(4) A school's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field;

(C) The school shall make publicly available all policies, district guidance, and training materials used for students, educators, and staff on all matters regarding specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

Nothing in this section shall be construed to require the school to make protected legal communications or guidance publicly available.

ORC: 3319.614

#### STAFF PARTICIPATION IN POLITICAL ACTIVITIES

Employees have the same fundamental civic responsibilities and privileges as other citizens. Among these are campaigning for an elective public office and holding an elective or appointive public office.

The terms and conditions under which the employee may continue employment as he/she seeks or holds such office is determined by the Board and law.

Employees are not permitted to use District time, moneys, facilities, equipment or supplies to campaign nor are the employees to actively campaign while on duty.

ORC 124.57 3315.07