

MOTION F42025-09-16
E: 9-25-2024

Prohibition Against Requiring Specific Beliefs, Affiliations, Ideals, Political Principles, or Ideology

In accordance with Ohio law, the Governing Authority 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.

Statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology shall not be a part of the evaluation criteria for employees or applicants for employment, or employees that are seeking career progression or benefits.

Students are not required, and shall not be solicited to, affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology. Statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology shall not be a part of the academic evaluation of students.

Nothing in the 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;
- 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, 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 are available to the public.

Nothing in this policy shall be construed to require school districts to make protected legal communications or guidance publicly available

Ohio: R.C. 3319.614