

## **453 Political Commitments Policy**

In compliance with State law, YouthBuild Columbus Community School ("YBCCS") will not:

1. Solicit or require an employee, applicant for employment or applicant for academic admission to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals or principles concerning political movements or ideology;
2. Solicit or require a student to affirmatively ascribe to specific beliefs, affiliations, ideals or principles concerning political movements or ideology;
3. Use statements of commitment to specific beliefs, affiliations, ideals or principles concerning political movements or ideology as part of the evaluation criteria for employees, applicants for employment or employees that are seeking career progression or benefits;
4. Use statements of commitment to specific beliefs, affiliations, ideals or principles concerning political movements or ideology as part of the academic evaluation of students.

This policy does not prohibit, limit or restrict:

1. YBCCS' 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. YBCCS' authority to consider an applicant for employment's scholarship, teaching or subject matter expertise in their given academic field;
5. YBCCS' authority to offer an established character education positive behavior support program.

YBCCS 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 ideology except protected legal communications guidance are made publicly available.

### **Legal References**

ORC 3319.614

Adopted January 21, 2025