

Guidelines for Political Speech★

Our role as educators and public employees is clearly defined when it comes to political speech. Oregon law strictly limits political activities that public employees may engage in during work hours. Under Oregon's "Solicitation of Public Employees" law, ORS 260.432, public employees may not, during work hours, promote or oppose election petitions, candidates, political committees or ballot measures.

To provide additional clarification, our PPS legal department outlined specific activities and examples applicable to this law. This guidance can be found here:

[Campaign Guidelines for Public Employees](#)

It is also important to distinguish between speech that affirms our values and vision from political speech. In particular, language that supports our values of racial equity and social justice is not political speech. We also understand that Black Lives Matter (BLM) may be controversial for some members of the community, and PPS encourages thoughtful debate of this and other contemporary issues. BLM is a statement of social justice aligned with our commitment to authentically affirm the identities of students, families and staff. Support of BLM is not a political statement, nor is it associated with a specific candidate or political campaign. It is not a violation of our policy for staff or students to have BLM-branded items, such as clothing, email signatures, etc.

