



### **3-2 POLICY ON POLITICAL ACTIVITY**

All SYCAMORE PARK DISTRICT employees are prohibited from engaging in any political activity (except voting) while on duty. In the event of a SYCAMORE PARK DISTRICT referendum, an employee may participate in conjunction with SYCAMORE PARK DISTRICT and in accordance with state statute.

SYCAMORE PARK DISTRICT employees are expected to serve all patrons equally. The political opinions or affiliations of any patron should in no way affect the amount or quality of service received from SYCAMORE PARK DISTRICT.

SYCAMORE PARK DISTRICT rules do not preclude an employee from becoming a political candidate or from taking part in election campaigns and other lawful political activities. However, employees may not engage in political activities at any time while on duty or when they may be identified as an employee of SYCAMORE PARK DISTRICT by any means such as uniform, insignia, motor vehicle or in any other manner. Employees shall not intentionally use any property or resources of SYCAMORE PARK DISTRICT in connection with any political activity. Political activities include but are not limited to running as a candidate or public office, soliciting votes for such part or candidate, attending political rallies, circulating petitions, distributing political literature, or encouraging others to do any of the above. For purposes of this paragraph “while on duty” includes those hours you are scheduled to work and are working for SYCAMORE PARK DISTRICT, but does not include breaks, lunches, or other duty-free periods of time.

Employees are also prohibited from interrupting or disturbing other employees while they are on duty regarding political activity or affiliations.

Political affiliation, preference or opinion will not influence an individual’s employment, retention, or promotion as a SYCAMORE PARK DISTRICT employee. Employees of SYCAMORE PARK DISTRICT will not be required to contribute monies to any candidate or political party but may do so on a strictly voluntary basis.

Adopted on:

Revised on: November 2021