

Political Movements and Ideology Policy

The Governing Authority establishes this policy as required by the State of Ohio. The Governing Authority adopts this policy pursuant to Ohio Revised Code Section 3319.614 as effective on Ohio community schools April 9, 2025.

I. Prohibitions of the School.

In accordance with Ohio Revised Code Section 3319.614, the Governing sets forth the following:

- (1) The 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 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; and
- (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.

If the school is managed by a management company, the management company shall ensure that its practices and any of its personnel servicing the school are in strict accordance with this policy.

II. Not Intended by this Policy or Ohio Revised Code 3319.614.

It is not the intent of this Policy or Ohio Revised Code 3319.614 to do prohibit, limit, or restrict any of the following:

- (1) The Governing Authority'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 Governing Authority's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field; or
- (5) The Governing Authority's authority to offer an established character education program.