



Political Activity by 4J Employees: Quick Reference Guide

Under Oregon law, a public employee cannot promote or oppose a candidate or ballot measure while they are on the job during work hours. However, public employees are not barred from advocating for or against a political position in their personal time and role.

Types of activities that are *allowed* and *not allowed* under Oregon law, regarding candidates or measures on the ballot:

Allowed	Not Allowed
✓ Discuss the current election and issues in appropriate subject area courses (<i>judiciously</i>).	⊗ Advocate for your personal political views or preferred candidates in class discussions.
✓ Wear a button supporting a candidate or measure during work time (<i>narrow exception; please be judicious about potential disruption</i>).	⊗ Use campaign slogans such as “Restore the Soul of the Nation” or “Keep America Great,” outside of the narrow exception for buttons.
✓ Place a lawn sign in your yard at home or a car sign in the vehicle you park at school.	⊗ Place a lawn sign on school property or an advocacy poster in a classroom (virtual or real).
✓ Endorse or advocate for a campaign on non-work hours, not in your official role.	⊗ Use 4J email, equipment or facilities to advocate or allow a parent group to do so.
✓ Write a letter to the editor on non-work time, as an educator and community member.	⊗ Write a letter to the editor during work time or in your official capacity as 4J staff.
✓ Advocate on social media on your own profile, device & time (<i>remember you are a public figure!</i>).	⊗ Use a 4J computer or network or official school profile for advocacy on social media.
✓ Participate in door-to-door campaigning and phone banks during non-work time.	⊗ Use work time for campaigning or ask other staff, students or volunteers to campaign.
✓ Make a personal campaign contribution in your own name to a political action committee.	⊗ Use 4J funds for advocacy or political action committee materials (<i>e.g. making copies</i>).
✓ Encourage voter registration or share “Remember to Vote” materials on work time.	⊗ Encourage others to vote for or against X or share “Vote for X” materials on work time.
✓ Encourage high school students to vote.	⊗ Encourage students to vote for or against X.

Questions? Please ask your administrator or contact 4J Communications, 541-790-7734

See also: Restrictions on Political Campaigning by Public Employees, ORS 260.432