

Lorain Preparatory Academy**238 Political Affiliations or Ideologies**

The School shall not solicit or require an employee or applicant for employment, or a student to affirmatively ascribe to or opine about specific beliefs, affiliations, ideals, or principles concerning political movements or ideologies. Additionally, the School shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideologies as part of the academic evaluation of students.

Nothing in this policy shall be construed to prohibit, limit, or restrict any of the following:

1. The School'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 so long as those publications do not violate other laws or policies or constitute conduct unbecoming of the teaching profession;
4. The School's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field;
5. The School's authority to offer an established character education program.

All 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 ideologies shall be available to the public for review unless otherwise protected by law.

This policy is not intended to restrict employee rights under the National Labor Relations Act.

R.C. 3319.614.

Resolution of Board of Directors of Lorain Preparatory Academy

Date: 8/21/24
Motion made by: Marcelo Torres
Seconded by: Richard Saul

To approve and adopt the following policies and to direct the administration to update the comprehensive policies accordingly:

105	Definitions and Headings
148.8	Federal Grants Procurement, Monitoring, and Administration
225	Religion in the Schools
234.1	Student Cellular Phones in School
238	Political Affiliations or Ideologies
241.5	Enrollment and Residency Policy
242.3	Dyslexia Supports
251	Attendance, Truancy, Withdrawal
285	Return to Play
316	Teachers
316.1	Ohio Resident Educator Program
316.2	Non-Bachelor's Substitute Teachers
317	Educational Assistants
318	Other Employees
319	Substitute Teachers
323	Outside Activities
336	Social Networking Websites
341	Staff Student Relationship
349	Threatening Behavior Toward Staff Members
350	Nondiscrimination Based on Pregnancy and Lactation Accommodations

Discussion:

Vote: 7 (yes) -6- (no) _____ (abstain) _____ (result)

Richard Saul