

## **DELANCO TOWNSHIP BOARD OF EDUCATION**

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Outside Activities

### **OUTSIDE ACTIVITIES**

The Board of Education recognizes that employees enjoy a private life outside the schools in which they associate with others for a variety of personal, political, economic, religious, or cultural reasons. The Board believes that school employees exert a continuing influence away from the schools. Further, the Board has directed the evaluation of staff in terms of their faithfulness to and effectiveness in discharging district duties. Accordingly, the Board reserves the right to determine when activities outside the schools interfere with an employee's performance and the discharge of his or her responsibilities to this district.

The Board directs that all employees be governed in their activities outside the schools by the following guidelines:

1. Employees should not devote time during the working day to an outside activity without valid reason. They should not solicit or accept customers for private enterprises on school premises or during the school day without the express permission of the Superintendent. The Board of Education will not endorse, support, nor assume liability for any employee who conducts a private activity in which pupils and employees of this district participate.
2. Employees shall refrain from public utterances or conduct that have an adverse or harmful effect upon the school community or interfere with the harmonious working relationships expected of district employees.

Adopted: September 10, 1986