

**TEMECULA VALLEY CHARTER SCHOOL
Board Policy**

5000 Personnel

5017 Civil Rights

Board Action: APPROVED

Effective Date: 2- 8-16

The Board of Directors believes that the personal life of an employee is not an appropriate concern of the school, except as it may directly prevent the employee from performing his/her duties or responsibilities as required.

An employee's religious or political activities, or the lack thereof, shall not be grounds for any discrimination or disciplinary action by the school, provided these activities do not violate Board policy, administrative regulations or local, state or federal laws.

Teachers shall have the right to refuse to submit to any evaluation or survey conducted by the school concerning personal values, attitudes and beliefs; sexual orientation; political affiliations or opinions; critical appraisals of other individuals with whom the teacher has a family relationship; or religious affiliations or beliefs.