

## Colorado Fair Campaign Practices Act

The Colorado Fair Campaign Practices Act (FCPA) does not only apply to our ballot issue, but any statewide or local ballot issue.

### Permitted Employee Activities While On Duty

- Employees may respond to questions about the issue, provided that they did not solicit the question.
- Employees may distribute voter registration information.

### Permitted Employee Activities When Off Duty

- Employees may use their **own time** to talk to whomever they please, either in favor of or against any issue.
- Employees may use **personal** phones, computers or email accounts on their **own time** to urge people to vote for or against any issue.
- Employees may use their **own time** to distribute information **off school property** in support of or against any issue. They may **not** use district facilities, supplies or equipment to prepare any campaign literature (including copy machines, computers, ipads, paper, etc.).

### Prohibited Activities

- Employees may **not** use work hours or district equipment (phones, email, computers, printers, copiers), materials or supplies (paper, markers) to campaign for or against any issue.
- Employees may **not** use work hours to urge parents or students to vote for or against an issue.
- School bulletin boards are **not allowed** to be used for or against an issue.