

# Zenith Academy E/W

Zenith Academy E/W has adopted the policy to comply with Section 3319.614 of the Ohio Revised Code in regards to prohibiting affirmations of specific beliefs:

(1) The Zenith E/W school district shall not solicit or require an employee or applicant for employment or academic admission to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

(2) The Zenith Academy E/W school district shall not solicit or require a student to affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

(3) The Zenith Academy E/W school district shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology as part of the evaluation criteria for employees or applicants for employment, or employees that are seeking career progression or benefits.

(4) The Zenith Academy E/W school district shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology as part of the academic evaluation of students.

(B) Nothing in this act shall be construed to prohibit, limit, or restrict any of the following:

(1) A Zenith Academy E/W school district '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;

(4) A Zenith Academy E/W school district 's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field;

(5) A Zenith Academy E/W school district 's authority to offer an established character education program.

(C) Each Zenith Academy E/W school district shall make publicly available all policies, district guidance, and training materials used for students, educators, and staff on all matters regarding specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

Nothing in this section shall be construed to require Zenith Academy E/W school districts to make protected legal communications or guidance publicly available.

4.28.2025