## **BOARD OF EDUCATION POLICY**

Article 1: Community Relations

Section: 1120A

## Equal Access for those Offering Post Secondary Opportunities

Recruiters of all types (including but not limited to employment, education, service opportunities, military or military alternatives) shall be given equal access to San Francisco Unified School District high schools. The principal at each school shall determine the frequency with which recruiters may visit, but in order to be in compliance with the equal access rule, each recruiter shall be granted the opportunity to visit any single campus at least as frequently as any other recruiter. No recruiting organization will be permitted to visit a campus more than twice a year. For purposes of this policy, each branch of the military is considered to be a separate recruiting organization.

This policy must be posted throughout the year. At a minimum, these rules shall be posted in the school's main office, counseling center, career center, and on the District's website.

The principal shall retain copies of the recruitment calendars and sign-in sheets and provide such copies to the Assistant Superintendent for High Schools (ISO) by June 30<sup>th</sup> of each year. The principal shall report violations of this policy to the ISO and the Legal Office.

All recruiters must comply with the following guidelines:

- Recruiters must obtain the written permission of the principal or designee to be on campus. Such permission may be granted for the full year;
- Recruiters must contact the principal or designee prior to their visit to schedule specific times to be on campus, and the monthly schedule for such visits must be posted at a minimum in the school's main office, counseling center, and career center;
- All recruiters must sign in and sign out in the school's main office each time they visit the campus;
- Recruiters shall limit all recruiting activities to the specific area designated by the
  principal or designee. This designated area must be within a specific confined
  space on the campus (such as a classroom or office); recruiters may not roam the
  campus or grounds. Recruiters may not pursue or approach students; recruiting
  activities may only be directed at students who affirmatively approach the
  recruiter for information.
- The principal or designee may permit recruiters to leave information in a designated area. Such information must be dated and clearly identify a contact

- name and number that students, staff or others may call if there are questions about the information;
- If the principal or designee designates such an area for recruiter information, the area must include a clearly visible sign that states that SFUSD and the school do not endorse or sponsor the materials;
- All recruiters must clearly identify the organization that they are recruiting for: military recruiters must be in uniform, and all other recruiters must wear identification that similarly indicates the organization that they are recruiting for;
- Recruiters may not take students out of the designated recruitment area or off campus;
- No more than two recruiters from each organization may recruit on campus at one time;
- Recruiters shall not engage in any recruiting activity in a school building or on a street, sidewalk or public way adjacent thereto, that interferes with the peaceful conduct of normal school activities, or that disrupts the school or its pupils or school activities.

Recruiters of all types are cautioned to remember that the primary goal of the SFUSD high schools is to educate students. Recruiting activities that are disruptive or that interfere with the traditional activities of a given school day are not permitted.

Recruiters who harass students or staff, provide misleading or untrue information, or who do not comply with this policy, applicable state and federal laws or SFUSD rules or policies may have their organization's permission to recruit on campus revoked for the remainder of the semester, or the semester following the infraction if the infraction occurs after the fifteenth week of the semester. The principal or designee, in his or her discretion, may provide students with access to information to correct any misleading or untrue information provided by such recruiter(s), if available.

The Superintendent or designee shall report to the Board at the beginning of each school year on the prior year's experience with this policy, including a list of each recruiting organization that visited each high school, and the number of visits made by each recruiting organization at each high school.

## HISTORY/AUTHORIZATION

Resolution #62-14Sp1.

February 14, 2006 (1st Reading) March 28, 2006 (2<sup>nd</sup> Reading)