

Serving as a Poll Worker

1.3 Why Serve as a Poll Worker?

Most election cheating and fraud is not possible without collusion from poll workers, so our number one priority role for those interested in promoting election integrity is to serve as a poll worker. From this position you can best prevent or expose efforts to undermine election integrity. Many left-leaning organizations encourage their followers to become poll workers, but there has never been a comparable effort among independent or right-leaning organizations, so currently there is a preponderance of left-leaning poll workers, and in many precincts and election offices the entire team may be left-leaning. Likewise, in some heavily Republican districts there may be too few Democrat officers. When this occurs, one of the essential checks and balances built into the system is missing, and this contributes directly to many voters lack of confidence in the integrity of the election process.

1.4 Qualifications for Poll Workers

Poll workers are recruited by each county Supervisor of Elections, and qualifications may vary slightly by county, but in general, the qualifications to be a poll worker in Florida are:

- Be a registered or pre-registered voter in the county where you will work
- Be able to read and write the English language
- Attend state-approved training prior to each election (can be in-person or online)
- Be able to work long hours (typically 14 hours on election day)
- Remain nonpartisan while at the polls

1.5 Great for Students!

Serving as a poll worker is a great opportunity for regular and home-schooled high school students to learn about civics and the process of democracy, while also earning some spending money! Students not yet old enough to vote must at least 16 years old, and pre-registered to vote in the county where they will work, and meet all of the other requirements for poll workers.

1.6 Process for application

If you are interested in serving as a poll worker, go to the website of your county's Supervisor of Elections.

1.7 Promoting Election Integrity as a Poll Worker

As a poll worker, you have a legal and moral duty to administer elections that are free and fair for all voters. Although it is unlikely, in the performance of your duties you may witness other officials engaging in practices not consistent with law or regulations. These can be irregularities (i.e., failure to follow law or procedure due to ignorance), or malfeasance (intended to undermine the integrity of the vote).

In some cases, it may be difficult to determine whether an incident is an irregularity or malfeasance, but in every case, poll workers should attempt to rectify the situation. That may be as simple as informing the poll worker of the correct procedure (with reference to official documentation), reporting to the team leader, or contacting senior election officials. In cases of potentially criminal conduct, refer to the specific guidance below.

FFAF encourages all inspectors to fill in and submit a *Poll Worker Report* after the election. The form is printed below, but it will be easiest to fill in and submit the online version [here](#). This information (but not your name) will be combined with information from other poll workers in a public report, and used to evaluate the election process and make recommendations for improving future elections.

1.8 Poll Worker Report

Instructions: *fill out the form and send to FFAF, or use the online form [here](#): (insert address). If you need additional space for any question, use the back of the form, or attach additional sheets, as needed.*

Name:		Precinct:
Date Submitted:		County/City:
Before the election		
1	Did you receive training before election day?	Yes ___ No ___ N/A ___
2	Was your training provided in person or online?	In person ___ Online ___
On election day		
3	Did you receive all required equipment for the polling process?	Yes ___ No ___ N/A ___
	If not, what was missing?	
5	Were pollwatchers present during preparations to open?	Rep ___ Dem ___
6	Were pollwatchers present throughout the day?	Rep ___ Dem ___
7	Were pollwatchers present during the closing process?	Rep ___ Dem ___
9	Were there poll workers representing both the Republican and Democratic parties present for all sensitive operations?	Yes ___ No ___ N/A ___
11	Did any media or press visit your precinct?	Yes ___ No ___ N/A ___
12	Was your precinct overcrowded or normal?	Over ___ Normal ___
13	Did you witness any irregularities or malfeasance during the process? (if yes, please provide details on the back of the form)	Yes ___ No ___ N/A ___
14	Please grade the overall efficiency of the polling at your precinct on the scale A-excellent, B-above average, C-average, D-below average, E-failing. If D or E, please provide details on the back.	_____
15	Please grade the overall integrity of the polling at your precinct on the scale A-excellent, B-above average, C-average, D-below average, E-failing. If D or E, please provide details on the back.	_____
Thank you!		

1.9 Reporting Irregularities and Malfeasance

Irregularities are procedural errors that may be caused by a lack of knowledge or a lack of critical materials. Minor irregularities may not affect the integrity of the process, but are indicators of poor training or election management. Some irregularities *can* impact the integrity of the process (such as positioning polling booths so that poll watchers or other voters can see a voter marking a ballot; or preventing poll watchers from effectively observing the election process), and if these are done intentionally, would be considered malfeasance.

We generally think of malfeasance as an intentional effort to undermine the integrity of the election process. If you witness serious malfeasance or what you think may be criminal behavior in the election process, you have several options. You can call the Florida Department of State Voter Fraud Hotline at 1-877-868-3737, or submit a fraud complaint [here](#). These reports are not confidential, and become public documents when submitted.

Alternatively, or in addition to, you can submit an *FFAF Incident Report Form*. This form has been designed by legal professionals to ensure sufficient information is collected to form the basis of a legal declaration or affidavit that can be used in any needed follow up. FFAF's legal team will review all incident reports, and follow up with legal action, if warranted. Your name and contact details are required to submit an incident report, but would not be public. The online incident report form is available [here](#), and a print version is attached below.

1.10 Election Incident Report Form

Instructions: Please fill in the form as completely as possible as soon as possible after (or during) the incident. Take the time to collect names and contact details of other witnesses. If you collect electronic evidence (picture, video or audio recording), make a copy of the file and submit with your report, but retain the original on your phone or other electronic device. Submit the completed form as soon as possible to FFAF

REPORTER INFORMATION

Reported by:	Phone:
Position (voter, election inspector, poll watcher, etc.):	Email:

DESCRIPTION OF THE INCIDENT

Date of incident:	Time of incident:	Were the police notified: Yes / No
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Location of incident:

Description of the incident: (What happened, how it happened, etc. Be as specific as possible. Continue on back if needed and attach additional sheets if necessary)

Is there electronic evidence of the incident? Yes ___ No ___	What type of evidence is it? Phone photo ___ video ___ audio ___
Is the evidence in your possession? Yes ___ No ___	CCTV ___ Other ___

Did you witness the incident? Yes ___ No ___	If no, list the person who reported the incident to you below, along with details of any other witnesses. Attach additional sheets if needed.
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WITNESSES

Name of Witness:	Phone:
Role of Witness:	Email:
Name of Witness:	Phone:
Role of Witness:	Email:
Name of Witness:	Phone:
Role of Witness:	Email:
Name of Witness:	Phone:
Role of Witness:	Email:

PARTIES INVOLVED IN INCIDENT

Name:	Phone:
Role:	Email:
Name:	Phone:
Role:	Email:
Name:	Phone:
Role:	Email:

ADDITIONAL INFORMATION

