

FREEDOM OF SPEECH IN NON-INSTRUCTIONAL SETTINGS

The Board of Education acknowledges the right of its employees, as citizens in a democratic society, to speak out on issues of public concern. When those issues are related to the school system, however, the employee's expression must be balanced against the interests of this district.

The following guidelines are adopted by the Board to help clarify and therefore avoid situations in which the employee's expression could conflict with the district's interests. In situations in which the teacher is not engaged in the performance of professional duties he/she should

- a. state clearly that his/her expression represents personal views and not necessarily those of the school district.
- b. not direct his/her expression toward any individual(s) with whom s/he would normally be in daily contact in the performance of duties in order to avoid the disruption of cooperative staff relationships or with the maintenance of discipline by school officials.
- c. refrain from making public expressions which s/he knows to be false or are made without regard for truth or accuracy.

Violations of these guidelines may result in disciplinary action up to and including dismissal.

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