

FREEDOM OF SPEECH IN NONINSTRUCTIONAL 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 s/he should:

1. state clearly that his/her expression represents personal views and not necessarily those of the school district.
2. 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 relationships.
3. refrain from expressions that would disrupt harmony among coworkers or interfere with the maintenance of discipline by school officials.
4. not make abusive or personally defamatory comments about coworkers, administrators or officials of the district.
5. refrain from making public expressions which s/he knows to be false or are made without regard for truth or accuracy.
6. not make threats against coworkers, supervisors or district officials.

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

Adopted: December 10, 1984  
Renumbered: 00/00/00 (3310)