

SECTION: PROFESSIONAL EMPLOYEES

TITLE: FREEDOM OF SPEECH IN
NONINSTRUCTIONAL
SETTINGS

ADOPTED: November 29, 1985

REVISED: April 17, 2002

OLD FORGE SCHOOL DISTRICT

<p>1. Purpose</p> <p>2. Authority</p> <p>3. Guidelines</p> <p>Pol. 417</p>	<p style="text-align: center;">420. FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS</p> <p>The Board acknowledges the right of its professional employees as citizens in a democratic society to speak out on issues of public concern. When those issues are related to the school system and its programs, however, the employee's freedom of expression must be balanced against the interests of this district.</p> <p>The Board adopts this policy to clarify situations in which the employee's expression could conflict with the district's interests.</p> <p>In situations in which an employee is not engaged in the performance of professional duties, s/he shall:</p> <ol style="list-style-type: none"> 1. State clearly that his/her comments represent personal views and not those of the school district. 2. Not direct any statements toward any individual(s) with whom s/he would normally be in contact in the performance of duties, in order to avoid the disruption of cooperative staff relationships. 3. Refrain from comments that would interfere with the maintenance of discipline by school officials. 4. Refrain from making public statements known to be false or made without regard for truth or accuracy. 5. Refrain from making threats against co-workers, supervisors or district officials. <p>Violations of this policy may constitute cause for disciplinary action.</p>
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