

Policy Guide

Policy No. 420

Section PROFESSIONAL EMPLOYEES

Title FREEDOM OF SPEECH IN
NONINSTRUCTIONAL SETTINGS

Adopted AUGUST 21, 1989

Revised _____

	<p style="text-align: center;">POLICY NO. 420 FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS</p> <p>1. Purpose</p> <p>The Board acknowledges the rights 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>2. Guidelines</p> <p>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. A teacher not engaged in the performance of professional duties should:</p> <ul style="list-style-type: none">a. refrain from direct expression toward any individual(s) with whom the employee would normally be in contact in the performance of duties, in order to avoid disruption of cooperative staff relationships;b. refrain from expressions that would interfere with the maintenance of discipline by school officials;	
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- c. refrain from making public statements which are known to be false or made without regard for truth or accuracy; and
- d. refrain from threats against co-workers, supervisors or District officials.

Violations of these guidelines may result in progressive disciplinary action, including dismissal.