

Policy Guide

	<p style="text-align: center;">POLICY NO. 320 FREEDOM OF SPEECH IN NONSCHOOL SETTINGS</p> <p>1. Purpose The Board acknowledges the rights 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 and its programs, however, the employee’s freedom of expression must be balanced against the interests of this District.</p> <p>2. Guidelines The following guidelines are adopted by the Board to help clarify and therefore avoid situations in which an administrator’s expression could conflict with the District’s interests. An administrator not engaged in the performance of professional duties should:</p> <ul style="list-style-type: none"> a. recognize that as an administrator personal comments will be commonly viewed as representative of the District; b. refrain from expressions that would interfere with the maintenance of student discipline; c. refrain from expressions that would disrupt cooperative staff relationships; <p style="text-align: center;">Page 1 of 2</p>	
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- d. refrain from making public expressions which are known to be false or made without regard for truth or accuracy; and
- e. refrain from making threats against coworkers, supervisors or District officials.

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