

# SHALER AREA SCHOOL DISTRICT

POLICY 320

SECTION: ADMINISTRATIVE EMPLOYEES  
TITLE: FREEDOM OF SPEECH IN NONSCHOOL

## SETTINGS

ADOPTED: March 18, 1998  
REVISED:

## 320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS

1. Purpose
 

The Board 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 and its programs, however, the employee's freedom of expression must be balanced against the interests of this district.
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. In situations in which an administrator 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 contact in the performance of duties, in order to avoid the disruption of cooperative staff relationships.
  3. Refrain from expressions that would interfere with the maintenance of student discipline.
  4. Refrain from making public expressions which s/he knows to be false or made without regard for truth or accuracy.
  5. Not make threats against co-workers, supervisors or district officials.

Pol. 317

Violations of these guidelines may result in disciplinary action under the provision of Board Policy 317.