

**DaVinci Academy of Science and The Arts**

**Policy Number: 102**

**Policy Section: 100- Administration**

**POLICY TITLE: Freedom of Speech Policy**

**Revision History**

Effective Date	Action Date	Revised
17 November 2004	New Policy	New Policy

Freedom of Speech Policy  
Effective Date: 17 November 2004  
Revision Date:

## 1. SCOPE: NON-INSTRUCTIONAL SETTING

1.1 The Board acknowledges the right of its professional employees, staff and associates 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, an individual's freedom of expression must be balanced against the interests of DaVinci Academy.

## 2. POLICY

2.1 The following guidelines are adopted by the Board to help clarify and, therefore, avoid situations in which the employee's or volunteer's expressions could conflict with DaVinci's interests. In situations in which the individual is not engaged in the performance of duties, s/he should:

2.2 State clearly that his/her expression represents personal views and not necessarily those of the DaVinci.

2.3 Refrain from making public expressions, which s/he knows to be false or made without regard for truth or accuracy with the intent to be harmful or vindictive; or damage the reputation of another.

2.4 Not make threats against coworkers, supervisors or DaVinci officials or associates.

## 3. NONSCHOOL SETTINGS

3.1 The Board acknowledges the right of its employees and associates 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 individual's freedom of expression must be balanced against the interests of this DaVinci.

3.2 The following guidelines are adopted by the Board to help clarify and, therefore, avoid situations in which an individual's expression could conflict with DaVinci's interests. In situations in which an administrator is not engaged in the performance of duties, s/he should:

3.3 State clearly that his/her expression represents personal views and not necessarily those of the DaVinci Academy;

3.4 Refrain from making public expressions, which s/he knows to be false or made without regard for truth or accuracy with the intent to be harmful or vindictive; or damage the reputation of another.

3.5 Not make threats against co-workers, supervisors, or DaVinci officials and associates.

**4. SCHOOL SETTING SPREADING GOSSIP AND RUMORS**

4.1 It is not professional or morally justifiable to spread gossip or rumors about anyone. Employees and associates of DaVinci need to set high standards for our students to follow and not get involved in spreading stories about anyone. Contact the DaVinci Ombudsman and get the facts and stop malicious gossip.

Violations of these guidelines may result in adverse action.

**5. DEFINITION:**

5.1 Associates are people who serve DaVinci in a non paid or compensated manner.