

# POLICY

## STAFFORD TOWNSHIP BOARD OF EDUCATION

TEACHING STAFF MEMBERS  
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Freedom of Speech in Noninstructional Settings

### 3311 FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS

The Board of Education 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/or are likely to have a substantial impact on the educational environment, however, the employee's expression must be balanced against the interests of this district.

In situations in which the teacher is not engaged in the performance of professional duties and is speaking as a public citizen on matters of public concern that are related to the school district, he/she should:

1. State clearly that his/her expressions represent personal views and not necessarily those of the school district.
2. Refrain from making public expressions, which he/she knows to be false or are made without regard for truth or accuracy.
3. Utilize confidential information of which the employee has knowledge because of his/her position within the district.

Violations of these guidelines may result in disciplinary actions up to and including dismissal.

Adopted: 22 July 2004  
Revised: 16 December 2010

