



STAFF EXPRESSION

The Mead School Board believes the district has an interest in maintaining an orderly and effective environment for both work and learning, while balancing employees' First Amendment rights to freedom of expression and diverse viewpoints and beliefs. When employees speak within their official capacity, their expression represents the district and may be regulated. The First Amendment protects a public employee's speech when the employee is speaking as an individual citizen on a matter of public concern. Even so, employee expression that has an adverse impact on district operations and/or negatively impacts an employee's ability to perform their job for the district may still result in disciplinary action up to and including termination.

Staff expression includes the performance of job responsibilities and how they represent the district in their use of district email accounts, school district buildings, district property, classrooms, and how they present themselves to students.

The procedure that accompany this Policy will adhere to this policy and specify district standards for staff expression, including the conditions under which a staff member can participate in written or non-verbal expression. Any violation of this Policy or adopted Procedure may result in disciplinary action.

Cross References: 2340 - Religious-Related Activities and Practices

Legal References: RCW 41.06.250 Political activities
 RCW 42.17A.555 Use of public office or agency facilities in
 campaigns - Prohibition - Exceptions
 RCW 42.17A.635 Legislative activities of state agencies, other
 units of government, elective officials, employees

Adopted: December 8, 2025