Central Greene School District

Section ADMINISTRATIVE EMPLOYES

Title FREEDOM OF SPEECH IN NON-SCHOOL SETTINGS

CENTRAL GREENE SCHOOL DISTRICT

Date Adopted October 21, 1981

Guide		Reference

320. FREEDOM OF SPEECH IN NON-SCHOOL SETTINGS

1. Purpose

The Board acknowledges the right of its employes 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 employe'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

- recognize that as an administrator his/her comments will be commonly viewed as representative of the district;
- state clearly that his/her expression represents personal views and not necessarily those of the school district;
- 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;
- refrain from expressions that would interfere with the maintenance of student discipline,
- refrain from making public expressions which s/he knows to be false or made without regard for truth or accuracy; and
- not make threats against co-workers, supervisors or district officials.

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