# BRANDYWINE HEIGHTS AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS

ADOPTED: June 28, 2004

REVISED:

## 420. FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS

1. Purpose

The Board acknowledges the right of its professional 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. Authority

The Board adopts this policy to clarify situations in which the employee's expression could conflict with the district's interests.

3. Guidelines

In situations in which an employee is not engaged in the performance of professional duties, s/he shall:

1. State clearly that his/her comments represent personal views and not those of the school district.
2. Not direct any statements 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 comments that would interfere with the maintenance of discipline by school officials.
4. Refrain from making public statements known to be false or made without regard for truth or accuracy.
5. Refrain from making threats against co-workers, supervisors or district officials.

Pol. 417

Violations of this policy may constitute cause for disciplinary action.