

Book	Policy Manual
Section	300 Employees
Title	Freedom of Speech in Nonschool Settings
Code	320
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Legal	1. 24 P.S. 1850.1
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Authority

The **Joint** Operating Committee acknowledges the right of **administrative**, professional **and classified** employees as citizens in a democratic society to speak out on issues of public concern. When those issues are related to the school and its programs, however, the employee's freedom of expression must be balanced against the interests of the school.

The Joint Operating Committee adopts **this policy** to clarify situations in which an employee's expression could conflict with the school's interests.[\[1\]](#)

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

1. Clearly state that his/her **comments** represent personal views and not necessarily those of the school.
2. Refrain from **comments** that would interfere with the maintenance of student discipline.
3. Refrain from making public **statements about the school** known to be false **or made without regard for truth or accuracy**.
4. **Refrain from making** threats **against** co-workers, supervisors or school officials.
5. **Refrain from** directing his/her **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.

Administrators **should be aware** that his/her comments will **generally** be viewed as representative of the school.

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