

# DEER LAKES SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: FREEDOM OF SPEECH IN  
NONSCHOOL SETTINGS

ADOPTED:

REVISED: January 19, 2016

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| <p>1. Authority</p> <p>SC 510</p> <p>Pol. 317</p> | <p style="text-align: center;"><b>320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS</b></p> <p><b>The Board 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 district and its programs, however, the employee's freedom of expression must be balanced against the interests of this district.</b></p> <p><b>The Board adopts this policy to clarify situations in which an employee's expression could conflict with the district's interests.</b></p> <p><b>In situations in which a district employee is not engaged in the performance of assigned duties, s/he shall:</b></p> <ol style="list-style-type: none"><li><b>1. Refrain from comments that would interfere with the maintenance of student discipline.</b></li><li><b>2. Refrain from making public statements about the district known to be false or made without regard for truth or accuracy.</b></li><li><b>3. Refrain from making threats against co-workers, supervisors or district officials.</b></li><li><b>4. Recognize that as an administrator his/her comments will be commonly viewed as representative of the district.</b></li><li><b>5. State clearly that his/her expression represents personal views and not necessarily those of the school district.</b></li><li><b>6. 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.</b></li></ol> <p><b>Violation of this policy may result in disciplinary action, in accordance with Board policy.</b></p> |
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References:

School Code – 24 P.S. Sec. 510

Board Policy – 317