MUHLENBERG SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: FREEDOM OF SPEECH IN NONSCHOOL SETTINGS

ADOPTED: January 11, 2012

REVISED:

320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS

1. Authority

The Board acknowledges the right of administrative, professional and support 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.

SC 510

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

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

1. Refrain from comments that would interfere with the maintenance of student discipline.

2. Refrain from making public statements about the district known to be false or made without regard for truth or accuracy.

3. Refrain from making threats against co-workers, supervisors or district officials.

4. Refrain from making public statements about private associations or interests during school hours, if such remarks are likely to violate community standards of propriety.

5. Refrain from making public statements that are inconsistent with District policies and that could serve to harm the effectiveness of District programs.

References:

School Code – 24P.S. Sec. 510