LEBANON COUNTY CAREER AND TECHNOLOGY CENTER

Section: ADMINISTRATIVE EMPLOYEES

Title: FREEDOM OF SPEECH NON-SCHOOL SETTINGS

Adopted: February 20, 1996

Revised:

	316. FREEDOM OF SPEECH NON-SCHOOL SETTINGS	
1. Purpose	The Joint Operating Committee acknowledges the rights of its 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 the school.	
2. Guidelines	The following guidelines are adopted by the Joint Operating Committee to help clarify and therefore avoid situations in which an administrator's expression could conflict with the school's interests. In situations in which an administrator is not engaged in the performance of professional duties, she/he should: Recognize that as an administrator his/her comments will be commonly viewed as representative of the school. Not direct his/her expression toward any individual(s) with whom she/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 she/he knows to be false or made without regard for truth or accuracy. Not make threats against co-workers, supervisors or school officials. Violations of these guidelines may result in disciplinary action up to and including dismissal.	