



Section: PROFESSIONAL EMPLOYEES
Title: FREEDOM OF SPEECH NON-SCHOOL SETTINGS
Adopted: February 20, 1996
Revised:

	417. FREEDOM OF SPEECH NON-SCHOOL SETTINGS	
1. Purpose	<p>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.</p>	
2. Guidelines	<p>The following guidelines are adopted by the Joint Operating Committee to help clarify and therefore avoid situations in which a professional employee's expression could conflict with the school's interests. In situations in which a professional employee is not engaged in the performance of professional duties, she/he should:</p> <ul style="list-style-type: none"> Recognize that as a professional employee 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. <p>Violations of these guidelines may result in disciplinary action up to and including dismissal.</p>	

