

EPHRATA AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: FREEDOM OF SPEECH IN
NONSCHOOL SETTINGS

ADOPTED: December 18, 2006

REVISED: November 17, 2014

<p>1. Authority</p> <p>SC 510</p> <p>Pol. 317</p>	<p style="text-align: center;">320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS</p> <p>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.</p> <p>The Board adopts this policy to clarify situations in which an employee's expression could conflict with the district's interests.</p> <p>In situations in which a district employee is not engaged in the performance of assigned duties, s/he shall:</p> <ol style="list-style-type: none">1. State clearly that his/her comments represent personal views and not those of the district.2. Not direct any 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.3. Refrain from comments that would interfere with the maintenance of student discipline.4. Refrain from making public statements about the district known to be false or made without regard for truth or accuracy.5. Refrain from making threats against co-workers, supervisors or district officials. <p>Violations of this policy may constitute cause for disciplinary action.</p>
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	<p>References:</p> <p>School Code – 24 P.S. Sec. 510</p> <p>Board Policy – 317</p>
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