

FAIRVIEW SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: FREEDOM OF SPEECH IN
NONSCHOOL SETTINGS

ADOPTED: June 20, 1994

REVISED:

<p>1. Guidelines</p>	<p style="text-align: center;">320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS</p> <p>The Board acknowledges the right of its employees, as citizens in a democratic society, to speak out on an issue of public concern. When such issues are related to the school system and its programs, the employee's freedom of expression must be balanced against the interests of the district, therefore, an administrator should avoid situations in which his/her expression could conflict with the district's interests.</p> <p>In situations in which an administrator is not engaged in the performance of professional duties, s/he should:</p> <ol style="list-style-type: none">1. Recognize that as an administrator his/her comments will be commonly viewed as representative of the district.2. 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.3. Refrain from expressions that would interfere with the maintenance of student discipline.4. Refrain from making public expressions which s/he knows 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 these guidelines may result in disciplinary action up to and including dismissal.</p>
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