

# FAIRVIEW SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: FREEDOM OF SPEECH IN  
NONINSTRUCTIONAL  
SETTINGS

ADOPTED: June 20, 1994

REVISED:

<p>1. Guidelines</p>	<p style="text-align: center;">420. FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS</p> <p>The Board acknowledges the right of its professional 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, the employee's freedom of expression must be balanced against the interests of this district; therefore, a teacher should avoid situations in which his/her expression could conflict with the district's interests.</p> <p>In situations in which the teacher is not engaged in the performance of professional duties, s/he should: refrain from expressions that would interfere with the maintenance of discipline by school officials; refrain from making public expressions which s/he knows to be false or made without regard for truth or accuracy; and refrain from making threats against co-workers, supervisors or district officials.</p> <p>Violations of these guidelines may result in disciplinary action, including dismissal.</p>
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