

SECTION: PROFESSIONAL
EMPLOYEES

TITLE: FREEDOM OF SPEECH IN
NONINSTRUCTIONAL
SETTINGS

ADOPTED: FEBRUARY 19, 1996

REVISED:

Lebanon School District

	420. FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS	1 2 3 4 5 6 7 8 9 10 11 12 13
1. Purpose	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, however, the employe's freedom of expression must be balanced against the interests of this district.	14 15 16 17 18 19 20 21
2. Guidelines	The following guidelines are adopted by the Board to help clarify and therefore avoid situations in which the professional employe's expression could conflict with the district's interests. In situations in which the professional employe 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 not make threats against co-workers, supervisors or district officials. Violations of these guidelines may result in disciplinary action, including dismissal.	22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38
	Page 1 of 1	