

SECTION: CLASSIFIED EMPLOYEES

TITLE: FREEDOM OF SPEECH IN  
NONINSTRUCTIONAL  
SETTINGS

ADOPTED: MARCH 18, 1996

REVISED:

# Lebanon School District

	520. FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39
1. Purpose	The Board acknowledges the right of its classified 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 this district.	
2. Guidelines	<p>The following guidelines are adopted by the Board to help clarify and therefore avoid situations in which the classified employee's expression could conflict with the district's interests. In situations in which the classified employee is not engaged in the performance of his/her duties, s/he should:</p> <p style="padding-left: 40px;">refrain from expressions that would interfere with the maintenance of discipline by school officials;</p> <p style="padding-left: 40px;">refrain from making public expressions which s/he knows to be false or made without regard for truth or accuracy; and</p> <p style="padding-left: 40px;">not make 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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