



Section ADMINISTRATIVE EMPLOYEES

Title FREEDOM OF SPEECH IN
NON-SCHOOL SETTINGS

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

Lackawanna Trail School District

320. FREEDOM OF SPEECH IN NON-SCHOOL SETTINGS

I. Purpose

The Board acknowledges the right of its 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

The following guidelines are adopted by the Board to help clarify and therefore avoid situations in which an administrator's expression could conflict with the district's interests. In situations in which an administrator is not engaged in the performance of professional duties, s/he should

recognize that as an administrator his/her comments will be commonly viewed as representative of the district

state clearly that his/her expression represents personal views and not necessarily those of the school district

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

refrain from expressions that would interfere with the maintenance of student discipline

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