



Section PROFESSIONAL EMPLOYEES

Title FREEDOM OF SPEECH IN NON-
INSTRUCTIONAL SETTINGS

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

Lackawanna Trail School District

420. FREEDOM OF SPEECH IN NON- INSTRUCTIONAL SETTINGS

1. Purpose

The Board acknowledges the right of its professional employes 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, 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 the employe's expression could conflict with the district's interests. In situations in which the teacher is not engaged in the performance of professional duties, s/he should:

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 discipline by school officials

refrain from making public expressions which s/he knows to be false or made without regard for truth or accuracy

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420. FREEDOM OF SPEECH IN NON-
INSTRUCTIONAL SETTINGS - Pg. 2

not make threats against co-workers, super-
visors or district officials.

Violations of these guidelines may result
in disciplinary action, including dismissal.

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