

# MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: FREEDOM OF SPEECH  
IN NONSCHOOL SETTINGS

ADOPTED: October 14, 1991

REVISED:

320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS	
1. 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	<p>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:</p> <ol style="list-style-type: none"><li>1. Recognize that as an administrator his/her comments will be commonly viewed as representative of the district.</li><li>2. State clearly that his/her expression represents personal views and not necessarily those of the school district.</li><li>3. 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.</li><li>4. Refrain from expressions that would interfere with the maintenance of student discipline.</li><li>5. Refrain from making public expressions which s/he knows to be false or made without regard for truth or accuracy.</li><li>6. Not make threats against co-workers, supervisors or district officials.</li></ol>