FERNDALE AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE EMPLOYEES

TITLE: FREEDOM OF SPEECH IN NONSCHOOL SETTINGS

ADOPTED: MARCH 21, 2007

REVISED:

320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS

1. Purpose

The Board acknowledges the right of its administrative 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. Authority

The Board adopts this policy to clarify situations in which an administrator's expression could conflict with the district's interests.

3. Guidelines

In situations in which an administrator is not engaged in the performance of professional duties, s/he shall:

1. **Recognize that as an administrator his/her comments generally will be viewed as representative of the district.**
2. **State clearly that his/her comments represent personal views and not those of the school district.**
3. **Refrain from comments that would interfere with the maintenance of student discipline.**
4. **Refrain from making public statements known to be false or made without regard for truth or accuracy.**
5. **Refrain from making threats against co-workers, supervisors or district officials.**

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Violations of this policy may constitute cause for disciplinary action.