

Book	Policy Manual
Section	300 Employees
Title	Freedom of Speech in Nonschool Settings
Code	320
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Authority.

The Joint Operating Committee acknowledges the right of administrative, professional, project, and support employees as citizens in a democratic society to speak out on issues of public concern. When those issues are related to the school and its programs, however, the employee's freedom of expression must be balanced against the interests of the school.

The Joint Operating Committee adopts this policy to clarify situations in which an employee's expression could conflict with the school's interests.[\[1\]](#)

In situations in which an employee is not engaged in the performance of assigned duties, the individual shall:

1. Refrain from comments that would interfere with the maintenance of student discipline.
2. Refrain from making public statements about the school known to be false or made without regard for truth or accuracy.
3. Refrain from making threats against co-workers, supervisors or school officials.

Legal 1. 24 P.S. 1850.1