AVON GROVE SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: FREEDOM OF SPEECH IN INSTRUCTIONAL AND NONINSTRUCTIONAL SETTINGS

ADOPTED: October 17, 2000

REVISED:

	420. FREEDOM OF SPEECH IN INSTRUCTIONAL AND NONINSTRUCTIONAL SETTINGS
1. Purpose	The Board acknowledges the right of its professional 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 employee's expression could conflict with the district's interests. In situations in which an employee is not engaged in the performance of professional duties, s/he should: 1. Recognize that as an employee his/her comments will be commonly viewed as representative of the district. 2. State clearly that his/her expression represents personal views and not necessarily those of the school district. 3. Refrain from expressions that would interfere with the maintenance of student discipline. 4. Refrain from making public expressions which s/he knows to be false or made without regard for truth or accuracy. Violations of these guidelines may result in disciplinary action up to and including dismissal.