 **No. 306**

 **SECTION: EMPLOYEES**

**TITLE: FREEDOM OF SPEECH IN NON-INSTRUCTIONAL SETTINGS**

**MEDICAL ACADEMY ADOPTED: 10/8/13**

**CHARTER SCHOOL REVISED:**

 306. FREEDOM OF SPEECH IN NON-INSTRUCTIONAL SETTINGS

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 school.

The following guidelines are adopted by the Board to help clarify and, therefore, avoid situations in which the employee’s expression could conflict with the school’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;

\* refrain from making public expressions which s/he knows to be false or made without regard

 for truth or accuracy;

\* not make threats against coworkers, supervisors or school officials.

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