DELAWARE VALLEY SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: FREEDOM OF SPEECH IN NONSCHOOL SETTINGS

ADOPTED: JANUARY 16, 2014

REVISED: NOVEMBER 21, 2013

	320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS
1. Authority	The Board acknowledges the right of its administrative, professional and classified 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.
SC 510	The Board adopts this policy to clarify 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 shall: 1. Refrain from comments that would interfere with the maintenance of student discipline. 2. Refrain from making public statements known to be false or made without regard for truth or accuracy. 3. Refrain from making threats against co-workers, supervisors or district officials.
Pol. 317	Violations of this policy may constitute cause for disciplinary action. References: School Code – 24 P.S. Sec. 510