NORTHERN WESTMORELAND CAREER AND TECHNOLOGY CENTER

SECTION: PROFESSIONAL EMPLOYEES

TITLE: FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS

ADOPTED: October 20, 2011

REVISED:

420. FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS

1. Purpose

The Joint Operating Committee 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 and its programs, however, the employee's freedom of expression must be balanced against the interests of the center.

2. Authority

The Joint Operating Committee adopts this policy to clarify situations in which the employee's expression could conflict with the interests of the center.

3. Guidelines

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

1. State clearly that his/her remarks represents personal views and not those of the center.
2. Refrain from statements that would interfere with the maintenance of discipline by school officials.
3. Refrain from making public statements known to be false or made without regard for truth or accuracy.
4. Refrain from making threats against co-workers, supervisors or school officials.

Pol. 417

Violations of this policy may constitute cause for disciplinary action.