

**LUZERNE  
INTERMEDIATE  
UNIT #18**

**SECTION: LUZERNE INTERMEDIATE  
UNIT EMPLOYEES**

**TITLE: FREEDOM OF SPEECH IN  
NONSCHOOL SETTINGS**

**ADOPTED: DECEMBER 21, 2005**

**REVISED: JUNE 18, 2014**

320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS	
1. PURPOSE	The Board acknowledges the right of its administrative employees as citizens in a democratic society to speak out on issues of public concern. When those issues are related to the Intermediate Unit and its programs, however, the employees' freedom of expression must be balanced against the interests of the Intermediate Unit.
2. AUTHORITY	The Board adopts this policy to clarify the situation in which an administrator's expression could conflict with the intermediate unit's interests.
3. GUIDELINES	<p>In situations in which an administrator is not engaged in the performance of professional duties, s/he shall:</p> <ol style="list-style-type: none"><li>1. State clearly that his/her comments represent personal views and not those of the Intermediate Unit.</li><li>2. Refrain from comments that would interfere with programs or services of the Intermediate Unit.</li><li>3. Refrain from making public statements known to be false or made without regard for truth or accuracy.</li><li>4. Refrain from making threats against co-workers, supervisors or Intermediate Unit officials.</li></ol>
POLICY 317	Violations of this policy may constitute cause for disciplinary action.



--	--

