

LUZERNE
INTERMEDIATE
UNIT #18

SECTION: PROFESSIONAL EMPLOYEES

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

ADOPTED: NOVEMBER 20, 2002

REVISED: SEPTEMBER 24, 2014

	420. FREEDOM OF SPEECH IN 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 intermediate unit and its programs, however, the employee's freedom of expression must be balanced against the interests of the intermediate unit.
2. Authority	The Board adopts this policy to clarify situations in which the employee's expression could conflict with the intermediate unit's interests.
3. Guidelines	<p>In situations in which an employee is not engaged in the performance of professional duties, s/he shall:</p> <ol style="list-style-type: none">1. State clearly that his/her comments represent personal views and not those of the intermediate unit.2. Not direct any statements toward any individual(s) with whom s/he would normally be in contact in the performance of duties, in order to avoid the disruption of cooperative staff relationships.3. Refrain from comments that would interfere with the maintenance of discipline by school officials.4. Refrain from making public statements known to be false or made without regard for truth or accuracy.5. Refrain from making threats against co-workers, supervisors or intermediate unit officials.
Pol. 417	Violations of this policy may constitute cause for disciplinary action.