

Book	Policy Manual
Section	300 Employees
Title	Freedom of Speech in Nonschool Settings
Code	320
Status	Active
Legal	1. 24 P.S. 510
Adopted	February 24, 2020

Authority

The Board acknowledges the right of 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 district and its programs, however, the employee's freedom of expression must be balanced against the interests of this district.

The Board adopts this policy to clarify situations in which an employee's expression could conflict with the district's interests.[\[1\]](#)

In situations in which a district employee is not engaged in the performance of assigned duties, s/he shall:

1. Refrain from comments that would interfere with the maintenance of student discipline.
2. Refrain from making public statements about the district known to be false or made without regard for truth or accuracy.
3. Refrain from making threats against co-workers, supervisors or district officials.
4. Refrain from attributing their speech to the district or presenting themselves as a representative of the district when speaking as an individual.
5. Refrain from speech that could cause a substantial disruption to the orderly operation of the school or speech that constitutes immorality under the School Code.

A school employee's speech in a nonschool setting may be reviewed and may form the basis for employee discipline, subject to constitutional limitations.