

POLICY

BOARD OF EDUCATION FRANKLIN BOROUGH

SUPPORT STAFF MEMBERS
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Freedom of Speech
Apr 84

The Board acknowledges the right of its employees, as citizens in a democratic society, to speak out on issues of public concern. However, public expressions by employees of this district which are critical of co-workers, administrators or officials must be reviewed in light of their effect upon the statutory functions of the Board.

The following guidelines are provided to help avoid situations in which employee expressions off the job may conflict with the interests of the school district. Employees should:

1. Be sure to state clearly that their expression represents personal views and not those of the school district.
2. Refrain from making public expressions which they know to be false or without regard for truth or accuracy.
3. Refrain from expressions that would cause interference with the regular operations of the school.
4. Refrain from expressions that would impede them in the proper performance of their job.
5. Refrain from expressions that would disrupt harmony among co-workers or interfere with the maintenance of discipline by school officials.

Date Adopted: 4/9/84