

# CARBON CAREER & TECHNICAL INSTITUTE

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: FREEDOM OF SPEECH IN  
NONSCHOOL SETTINGS

ADOPTED: August 17, 2006

REVISED:

<p>1. Purpose</p> <p>2. Authority</p> <p>3. Guidelines</p> <p>Pol. 317</p>	<p style="text-align: center;">320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS</p> <p>The Joint Operating Committee 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 school and its programs, however, the employee's freedom of expression must be balanced against the interests of the school.</p> <p>The Joint Operating Committee adopts this policy to clarify situations in which an administrator's expression could conflict with the school interests.</p> <p>In situations in which an administrator is not engaged in the performance of professional duties, the individual shall:</p> <ol style="list-style-type: none"> <li>1. Recognize that as an administrator his/her comments generally will be viewed as representative of the school.</li> <li>2. State clearly that his/her expression represents personal views and not those of the school.</li> <li>3. Refrain from expressions that would interfere with the maintenance of student discipline.</li> <li>4. Refrain from making public expressions which s/he knows to be false or made without regard for truth or accuracy.</li> <li>5. Refrain from making threats against co-workers, supervisors or school officials.</li> </ol> <p>Violations of this policy may constitute cause for disciplinary action.</p>
--	---