# GREATER JOHNSTOWN CAREER & TECHNOLOGY CENTER

SECTION: EMPLOYEES

TITLE: FREEDOM OF SPEECH IN NONSCHOOL SETTINGS

ADOPTED: January 22, 2008

REVISED:

## 320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS

1. Authority

The Joint Operating Committee acknowledges the right of administrative, professional and support employees as citizens in a democratic society to speak out on issues of public concern. When those issues are related to the center and its programs, however, the employee's freedom of expression must be balanced against the interests of the center.

SC 1850.1

The Joint Operating Committee adopts this policy to clarify situations in which an employee's expression could conflict with the center's interests.

In situations in which an 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 center known to be false or made without regard for truth or accuracy.

3. Refrain from making threats against co-workers, supervisors or school officials.

Pol. 317

Violations of this policy may constitute cause for disciplinary action.

References:

School Code – 24 P.S. Sec. 1850.1

Joint Operating Committee Policy – 317