

## Sylvan Heights Science Charter School

**Policy Number:** 320

**Policy Title:** Freedom of Speech in Non-school Settings

**Approved:** December 21, 2020

**Revised:**

### **Authority**

The Board of the Sylvan Heights Science Charter School (the School) 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 School and its programs, however, the employee's freedom of expression must be balanced against the interests of this School.

The Board adopts this policy to clarify situations in which an employee's expression could conflict with the School's interests.

In situations in which a School 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, disrupt the school environment, or violate the position of public trust the employee holds;
2. Refrain from making public statements about the School or administration known to be false or made without regard for truth or accuracy; and
3. Refrain from making threats against co-workers, supervisors, or School officials.

Disciplinary action(s) for violation(s) related to freedom of speech in non-school settings shall be in accordance with Board policies and federal and state laws and regulations. Disciplinary action(s) may include penalties up to and including termination.

### **References:**

24 P.S. 510

Policy 317