

|   |   |
|---|---|
| <b>SEVEN<br/>GENERATIONS<br/>CHARTER SCHOOL</b> | SECTION: EMPLOYEES                                    |
|   | TITLE: 320 – FREEDOM OF SPEECH IN NON-SCHOOL SETTINGS |
|   | ADOPTED: January 12, 2016                             |
|   | REVISED:  |

|            |  |
|------------|--|
| Policy     | The Board of Trustees (“Board”) of Seven Generations Charter School (“School”) acknowledges the right of School 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.  |
| Guidelines | <p>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 an employee is not engaged in the performance of assigned duties, s/he shall:</p> <ol style="list-style-type: none"> <li>1. Refrain from comments that would interfere with the maintenance of student discipline.</li> <li>2. Refrain from making public statements about the School known to be false or made without regard for truth or accuracy.</li> <li>3. Refrain from making threats against co-workers, supervisors or School officials.</li> </ol> |
| References | School Code – 24 P.S. Sec. 510   |