

CHESTER COUNTY
INTERMEDIATE
UNIT 24

SECTION: EMPLOYEES

TITLE: FREEDOM OF SPEECH IN
NONSCHOOL SETTINGS

ADOPTED: JULY 21, 2010

READOPTED: SEPTEMBER 16, 2015

<p>1. Authority</p>	<p style="text-align: center;">320. FREEDOM OF SPEECH IN NONSCHOOL SETTINGS</p> <p>The Board acknowledges the right of employees as citizens in a democratic society to speak out on issues of public concern. When those issues are related to the Intermediate Unit and its programs and services, however, the employee's freedom of expression must be balanced against the interests of the Intermediate Unit.</p> <p>The Board adopts this policy to clarify situations in which an employee's expression could conflict with the interests of the Intermediate Unit.</p> <p>In situations in which an Intermediate Unit employee is not engaged in the performance of assigned duties, s/he shall:</p> <ol style="list-style-type: none">1. Refrain from comments that would interfere with the maintenance of discipline by Intermediate Unit officials.2. Refrain from making public statements about the Intermediate Unit known to be false or made without regard for truth or accuracy.3. Refrain from making threats against co-workers, supervisors or Intermediate Unit officials. <p>References:</p> <p>School Code – 24 P.S. Sec. 964</p>
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