

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 322
CERTIFIED STAFF**

FREEDOM OF SPEECH IN NON-INSTRUCTIONAL SETTINGS

The Board of Education acknowledges the right of its employees, as citizens in a democratic society, to speak out on issues of public concern. When those issues are related to the school system, however, the employee's expression must be balanced against the interests of this district.

The following guidelines are adopted by the Board to assist the employee in identifying situations in which the employee's expression could conflict with the District's interests. In situations in which the teacher is not engaged in the performance of professional duties they should state clearly that their expression represents personal views and not necessarily those of the School District. The employee should not direct their expression toward any individual with whom they would normally be in daily contact in the performance of duties, in order to avoid the disruption of cooperative staff relationships or the maintenance of discipline by school officials.

Violations of these guidelines may result in disciplinary action up to and including dismissal.

Adopted: August 29, 1979