

**Spectrum Charter School  
4369 Northern Pike  
Monroeville, PA 15146**

**Board of Trustees Policy 320**

**EMPLOYEE FREEDOM OF SPEECH IN  
NON-INSTRUCTIONAL SETTINGS**

The Board of Trustees (“Board”) of the Spectrum Charter School (“Charter School”) acknowledges the right of its professional employees, as citizens in a democratic society, to speak out on issues of public concern. When those issues are related to the Charter School and its programs, however, the employee’s freedom of expression must be balanced against the interests of the Charter School.

The following guidelines are adopted by the Board to help clarify, and therefore avoid, situations in which the employee’s expression could conflict with the Charter School’s interests. In situations in which the teacher is not engaged in the performance of professional duties he or she should:

- A) State clearly that his or her expression represents personal views and not necessarily those of the Charter School;
- B) Not make representations or statements on behalf of the Charter School unless expressly authorized to do so by the Board;
- C) Refrain from expressions that would interfere with the maintenance of discipline by Charter School officials or unlawfully interfere with Charter School operations;
- D) Refrain from making public expressions that he or she knows to be false or made without regard for truth or accuracy;
- E) Not make threats against students, coworkers, supervisors, other Charter School officials or others who contract with or volunteer for or at the Charter School.

**TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.**

Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary