

# A. W. BEATTIE CAREER CENTER

SECTION: EMPLOYEES  
 TITLE: FREEDOM OF SPEECH IN NONSCHOOL SETTINGS  
 ADOPTED: December 9, 1999  
 REVISED: August 20, 2015  
 APPROVED: September 24, 2015

<p>1. Purpose</p> <p>2. Authority</p> <p>3. Guidelines</p> <p>Pol. 317</p>	<p style="text-align: center;">320. FREEDOM OF SPEECH IN NON SCHOOL SETTINGS</p> <p>The Joint Operating Committee (JOC) 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 the Career Center.</p> <p>The JOC adopts this policy to clarify situations in which an employee's expression could conflict with the Career Center's.</p> <p><b>Employees, when engaged in the performance of professional duties or otherwise, shall:</b></p> <ol style="list-style-type: none"> <li>1. Recognize that as an employee his/her comments generally will be viewed as representative of the Career Center.</li> <li>2. State clearly that his/her expression represents personal views and not those of the Career Center.</li> <li>3. Refrain from expressions that would interfere with the maintenance of student discipline.</li> <li>4. Refrain from making public expressions which s/he knows to be false or which are made without regard for truth or accuracy.</li> <li>5. Refrain from making threats against co-workers, supervisors or Career Center officials.</li> <li><b>6. Refrain from posting comments regarding Career Center employees or students on social media and other websites.</b></li> <li><b>7. Refrain from posting pictures of Career Center employees or students on social media and other websites.</b></li> </ol> <p>Violations of this policy may constitute cause for disciplinary action.</p>
--	--