

SUN AREA TECHNICAL INSTITUTE

SECTION: PROFESSIONAL EMPLOYEES

TITLE: FREEDOM OF SPEECH IN
NONINSTRUCTIONAL
SETTINGS

ADOPTED: May 16, 2002

REVISED:

	420. FREEDOM OF SPEECH IN NONINSTRUCTIONAL SETTINGS
1. Purpose	The Joint Operating Committee 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 center and its programs, however, the employee's freedom of expression must be balanced against the interests of the center.
2. Authority	The Joint Operating Committee adopts this policy to clarify situations in which the employee's expression could conflict with the interests of the center.
3. Guidelines	<p>In situations in which an employee is not engaged in the performance of professional duties, the individual shall:</p> <ol style="list-style-type: none"> 1. State clearly that his/her remarks represents personal views and not those of the center. 2. Not direct his/her remarks toward any individual(s) with whom s/he would normally be in contact in the performance of duties, in order to avoid the disruption of cooperative staff relationships. 3. Refrain from statements that would interfere with the maintenance of discipline by center officials. 4. Refrain from making public statements known to be false or made without regard for truth or accuracy. 5. Refrain from making threats against co-workers, supervisors or center officials.
Pol. 417	Violations of this policy may constitute cause for disciplinary action.