

# District Policy & Regulations

## BOARD OF EDUCATION COLUMBUS SCHOOL DISTRICT

STAFF  
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### FREEDOM OF SPEECH IN NON-INSTRUCTIONAL SETTINGS

The District acknowledges the right of its staff members, as citizens in a democratic society, to speak out on issues of public concern. When those issues are related to the District, however, the staff member's expression must be balanced against the interests of this District.

The following guidelines are adopted by the District to help clarify and, therefore, avoid situations in which the staff member's expression could conflict with the District's interests. In such situations, s/he should:

- A. State clearly that his/her expression represents personal views and not necessarily those of the School District;
- B. Refrain from expressions that would disrupt harmony among co-workers or interfere with the maintenance of discipline by school officials;
- C. Not make threats or abusive or personally-defamatory comments about co-workers, administrators, or officials of the District;
- D. Refrain from making public expressions, which s/he knows to be false or are made without regard for truth or accuracy.

Adopted: 11/23/98  
Revised: 05/18/05