**District Policy Regarding Social Media and Other Statements as Staff Members**

This email is written to avoid potential issues with statements made on social media or via other communications.  The Board policy (3310/4310) regarding Freedom of Speech in Noninstructional Settings states:

*The Board of Education acknowledges the right of its (support or professional) 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 (support or professional) staff member's expression must be balanced against the interests of this District.*

*The following guidelines are adopted by the Board 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 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.*

Please remember that these policies apply not only to direct conversations or to the news media, but to social media as well.  Often a person's account profile shows that s/he is employed by the Fowlerville Community School District.  Comments made can (and likely will) be inferred to be made as a school employee.  If such comments violate the guidelines above, they can be subject to discipline and reflect poorly not only on the author, but on the rest of the Fowlerville team as well.

If you have questions about the policy, please contact the Assistant Superintendent, Superintendent, or your Administrator for clarification.