

POLICY	BOARD OF EDUCATION OF FREDERICK COUNTY, MARYLAND	
PERSONAL AND ACADEMIC FREEDOM		SECTION 308
308.1 Personal Freedom 308.2 Academic Freedom 308.3 Personnel Record		Adopted: 10/26/05 Reviewed: 10/12/05

308.1 Personal Freedom

Each employee is entitled to full rights of citizenship and no religious or political activities of any such employee outside the regular hours of employment, or the lack thereof, will be grounds for any discipline or discrimination with respect to the professional employment of such person provided such activities do not directly affect the performance of the employee's assigned functions during the workday.

308.2 Academic Freedom

The board agrees that academic freedom is essential to the fulfillment of the purposes of the Frederick County school system and acknowledges the fundamental need to protect teachers from censorship or restraint which might interfere with their obligation to present fairly all sides of issues in their teaching functions. It is understood that classroom presentations and discussions shall be relevant to course content as prescribed in the essential curriculum as adopted by the board.

308.3 Personnel Record

An employee's personnel record shall not be disclosed except when released by the employee or permitted by law.