

## ARTICLE 13

### PERSONAL AND ACADEMIC FREEDOM

- A. Unit members shall be entitled to full rights of citizenship and no religious, political or personal activities, or lack thereof, of any unit member shall be used for purposes of evaluation, transfer, disciplinary, or dismissal action providing these activities do not violate any lawful regulation of the Superintendent and/or the state or federal law.
- B. A unit member shall have the freedom of speech or use of materials consistent with the adopted curriculum, IEP requirements or the requirement of his/her assignment, unless such speech or materials are not relevant to the purpose for which the class or assignment was created, are not suitable to the maturation level of the children being taught, or are not necessary for the learning experience.

#### *Legal References:*

##### Education Code

*219 et seq. Personal characteristics; perception; association*

*44660 Legislative intent; establishment of uniform system*

*44662 Evaluation and assessment guidelines*

*44932 Grounds for Dismissal of permanent employees; suspension of employees*

##### Government Code

*3543.2 Scope of representation (re duty of district to meet and negotiate regarding causes and procedures for disciplineless than dismissal)*

##### California State Constitution

##### United States Constitution

##### Fair Employment Housing