

RAINBOW DISTRICT SCHOOL BOARD

<b>POLICY &amp; PROCEDURES MANUAL</b>		<b>P.5.08</b>
LAST UPDATE PRINTED October 19, 1998 November 15, 2010	BOARD MOTION: 98-R163 10-R217	STAFF

**POLICY STATEMENT**

P.5.08 **RELIGIOUS/SPIRITUAL ACCOMMODATION**

**THE BOARD ACKNOWLEDGES EACH INDIVIDUAL'S RIGHT TO FOLLOW OR NOT FOLLOW RELIGIOUS/SPIRITUAL BELIEFS AND PRACTICES FREE FROM DISCRIMINATORY OR HARASSING BEHAVIOUR AND IS COMMITTED TO TAKING ALL REASONABLE STEPS TO PROVIDE RELIGIOUS/SPIRITUAL ACCOMMODATION TO STUDENTS AND STAFF.**

**OPERATIONAL PROCEDURES**

P.5.08 **RELIGIOUS/SPIRITUAL ACCOMMODATION**

- a) Areas where the practice of religion/spirituality may result in a request for accommodation on the part of the school and/or Board may include the following:
- Observation of major religious/spiritual days and celebrations
  - School opening and/or closing exercises
  - Prayer
  - Diet
  - Fasting
  - Attire
  - Modesty requirements in physical education
  - Participation in daily activities and curriculum
- b) Board employees are allowed to use personal days for the purpose of observation of major religious/spiritual days celebrations.
- c) Personal days in excess of three days would be a leave without pay.