



HEARTLAND LAKES COMMUNITY SCHOOL EXISTS TO EMPOWER SCHOLARS TO:  
 BRAVELY LIVE THEIR TRUTH,  
 TO BECOME WISE STEWARDS OF THE LAND AND RESOURCES  
 AND TO IGNITE LASTING CURIOSITY THAT LEADS TO POSITIVE CHANGE IN THEIR SCHOOL, THEIR COMMUNITIES, AND THEMSELVES.

## Policy 609.1 Religious Accommodation

<b>Adoption:</b>	October 28, 2024
<b>Revision History</b>	
<b>Last Board Review:</b> October 28, 2024	
<b>Next Board Review:</b> September 2025; 2028	
<b>Review Frequency:</b> Every 3 Years (per Policy 208)	

### I. PURPOSE

The purpose of this policy is to provide equal treatment of and access to all religions; to safeguard the protections afforded to individuals; to ensure that all the activities of the school are religiously neutral in that they neither foster religion nor preclude it. In order to safeguard the religious rights of individuals and to ensure that the school is not engaged in an unlawful establishment of religion.

### II. GENERAL STATEMENT OF POLICY

It shall be the policy of the board to provide equal treatment, access, and protections afforded under the Free Exercise Clause of the United States Constitution, Art. I, sec. 16 of the Minnesota Constitution, the Minnesota Human Rights Act, and case law, statutes, rules and regulations applicable to the free exercise of religion.

### III. POLICY TERMS

#### A. Accommodation of Free Exercise of Religion

The board is committed to legal accommodations of a student's right to free exercise of religion. In determining whether to accommodate a request regarding a student's free exercise rights, school officials should determine whether the policy, rule, regulation or other issue being questioned by the student "substantially burdens" a student's free exercise of religion and whether the school has a "compelling interest" in adhering to the particular policy, rule, regulation or other matter at issue. Because these are legal terms, questions regarding their application should be made in consultation with legal counsel.

#### B. School Official Neutrality

When functioning as a teacher or administrator, school officials may not encourage or

discourage student religious or anti-religious activity and may not engage in religious activities with students at the school. School officials may take part in private religious activity during the school day if the activity is in conformance with rules and regulations generally applicable to use of private time, or before and after school during non-instructional time.

### **C. Student Religious Activity**

The students have the right to engage in religious activities during the school day so long as those activities do not interfere with the rights of others and so long as students conform to the rules that normally apply to any given setting.

#### **1. Student prayer and religious discussion during the school day**

Students have the right to pray individually or to pray in groups and/or engage in religious discussions during the school day when they are not engaged in school activities and instruction, subject to the same rules of order as apply to other student speech. Prayer or other religious discussion shall not interfere with the rights of others.

#### **2. Student participation in before/after school events with religious content**

Students may participate in religious activities before or after school in the same terms as apply to participation in non-curriculum activities on the school premises.

#### **3. Student-led prayers at graduation or other ceremonies**

The board shall consider a request for student-led prayers at graduation or other ceremonies on a case by case basis in consultation with legal counsel. School officials may not in any way organize a religious ceremony that is sponsored by the school.

#### **4. Non-coercion**

A student's right to engage in voluntary prayer or religious discussion or activity does not include the right to coerce others into participating and does not include the right to have a captive audience listen to the prayer or discussion or to engage in the religious activity.

#### **5. Religious harassment and/or discrimination prohibited**

School officials shall ensure that students are not discriminated against in violation of the board's policy 413 Harassment and Violence.

### **D. Student Dress**

The board may adopt student code policies. Once adopted, individual students may be exempted from these dress code rules if the administration determines that an accommodation is necessary to protect the student's free exercise of rights. The dress code policy shall not be implemented in a way that restricts opportunities to participate in school activities. The dress code policy shall not be worded or implemented in a way that promotes a particular religion or particular religious customs.

**E. Holidays**

Teachers may teach about religious holidays and may celebrate the non-religious aspects of a religious holiday. Neither teachers nor school officials, however, shall observe the holidays as religious events. School officials should typically excuse students who do not wish to participate in holiday events.

**F. Release Time for Religious Instruction**

In accordance with Minn. Stat. §124E.03 Subd 4 as it incorporates Minn. Stat. §120A.22 subd. 12, clause (3) it is the policy of the board to provide release time for religious instruction. The period approved for such release time shall not exceed in the aggregate three hours in any week.

In order to receive approval for such release time, a parent guardian, or other person having control of a child, who wishes the child be released to receive religious instruction, may apply to any member of the board, a truant officer, the school's director to have the child excused from attendance for such instruction. The religious instruction must be conducted and maintained by some church, or association of churches or any Sunday school association incorporated under the laws of this state, or any auxiliary thereof.

The school providing religious instruction must be conducted and maintained in a place other than a public-school building, and it must not in whole or in part, be conducted and maintained at public expense. A student, however, may be absent from school on such days as the student attends upon instruction according to the ordinances of some church.

School officials shall neither encourage nor discourage students from utilizing the provisions of this release time policy.

School officials shall not allow religious instruction by outsiders on school premises during the day.

**G. Procedures to be developed.**

The administration will prepare recommended procedures to handle requests under this policy and will present them to the board for its consideration. Upon approval by the board, such procedures shall be addendum to this policy.

**Legal References:** U.S. Const., amend I  
Minn. Stat. §120A.22, Subd. 12(3) (Compulsory Instruction)  
Minn. Stat. §120A.35 (Absence From School for Religious Observance)

*Note: The applicability and enforceability of this policy 609.1 is limited to, and qualified by, Minnesota or Federal law that, at the time any such circumstance within the scope of the policy arise, may be contrary to some aspect or all of the policy.*