

Adopted: \_\_\_\_\_

Reviewed: January 13, 2023

UBAH MEDICAL ACADEMY

**RELIGIOUS PRACTICE AND PRAYER (492)**

**I. PURPOSE**

The purpose of this policy is to identify the status of religious practice and prayer as it pertains to the program of this school district.

**II. GENERAL STATEMENT OF POLICY**

- A. The school district shall neither promote nor disparage any religious belief or non- belief. The district encourages all students and employees to have appreciation for and tolerance of each other's views.
- B. The district will comply with Section 9542 of the Elementary and Secondary Education Act (ESEA) that requires districts to certify that no school policy prevents, or otherwise denies participation in constitutionally protected prayer in the public school.

**III. RESPONSIBILITY**

- A. It shall be the responsibility of the board chair to make sure that every school board member knows and understands the policies of the school regarding religious practice and school prayer.
- B. It shall be the responsibility of the director to make sure that every staff member understands the establishment clause, along with the policies and procedures of the school regarding religious practice and prayer.
- C. The director will make it possible so that reasonable efforts will be made to accommodate any student who wishes to be excused from attendance at school for the purpose of religious instruction or observance of religious holidays.
- D. The director will make it possible so that reasonable accommodations will be made so that students and staff can pray at school as constitutionally permitted.
- E. School employees shall not direct or lead students in prayer; nor may school employees attempt to persuade or compel students to participate in prayer or religious activities during the school day.

**IV. RELEASE FOR RELIGIOUS EDUCATION**

Pursuant to Minn. Stat. § 120A.22, Subd. 12(3) a student may be excused from school for a period not to exceed three aggregate hours in one week for religious instruction.

***Legal References:*** U. S. Const., amend. I  
Minn. Stat. § 120A.22, Subd. 12(3)  
Section 9542 of the Elementary and Secondary  
Education Act (ESEA)