

RELIGIOUS FREEDOM

1. The Governing Board recognizes that employees and students have the right to freely practice their religion and engage in religious activities on their own time outside of school activities and functions. In order to assure the religious freedom of all, the Board cannot sponsor, financially support, or be actively involved in religious activities. It must not be hostile to or supportive of any religion, although it must, if possible, accommodate the religious practices and beliefs of all employees and students.
2. This policy of neutrality on religion should not be perceived as conveying a message of endorsement or disapproval of any or all religions or religious organizations, or of those holding religious beliefs.
3. In keeping with this policy of neutrality, Board employees cannot in their official Board capacities:
 - a. Encourage or discourage student participation in religious activities, clubs, education or services;
 - b. Advance or disparage any religion or religious belief;
 - c. Grant or deny any grade or honor, or other recognition based on a student's religious preference or lack of it.
4. Because of their special relationship to their students, school administrators and teachers must at all times be mindful of their roles and not use their position to advance or disparage any religion or religious belief. School facilities and property may not be used in any manner which would be perceived as endorsement or disapproval by the Board of any religion or religious belief.
5. No form of religious or non-religious expression may include any activity that is unlawful or that materially and substantially interferes with the orderly conduct of educational activities of the school.

Authority: FS 230.17(17); 230.23005

Implemented: U.S.CONST, Amend. 1; The Civil Rights Act of 1964 (Title VII) § 703(a)(1), as amended by The Civil Rights Act of 1991, 42U.S.C. §2000e(a)(1); FS 761.03; 29 C.F.R. §1605

Reference: Palm Beach School District Policy 2.122

History: New 7/01/2004; 3/11/2010