

AFSA High School

Adopted: Sep 27, 2022
Revised: Sep. 23, 2025
Year Reviewed: 2025/2026

District 4074

103 RELIGIOUS ACCOMODATIONS POLICY

I. PURPOSE

AFSA is committed to providing an inclusive educational environment that respects the religious beliefs and practices of all students, families, and staff. In compliance with the **Minnesota Human Rights Act (Minn. Stat. § 363A)** and applicable federal laws, the school will make reasonable accommodations for sincerely held religious practices unless doing so would create an undue hardship or fundamentally alter the educational program. This policy ensures that students may practice their religious observances without academic penalty in compliance with Minnesota Law.

II. GENERAL STATEMENT OF POLICY

1. The school recognizes the diversity of religious traditions within our community.
2. No student or staff member shall be discriminated against, harassed, or penalized because of their religious beliefs or practices.
3. Reasonable religious accommodations will be considered and provided where feasible.

III. SCOPE

This policy applies to:

- All enrolled students
- All employees of AFSA
- School-sponsored programs, activities, and events

IV. RELIGIOUS ACCOMODATIONS

Examples of reasonable accommodations include, but are not limited to:

1. **Absences for Religious Observances** – Excused absences for holidays, ceremonies, or observances, with the opportunity to make up missed work.
2. **Prayer and Reflection** – Access to a quiet, non-disruptive space for prayer or reflection during the school day.
3. **Dietary Needs** – Flexibility to honor dietary restrictions, including options in meal programs or the ability to bring alternative meals.
4. **Religious Attire and Symbols** – Permission to wear clothing, head coverings, or religious symbols in accordance with one's faith.
5. **Curriculum Concerns** – Respectful discussion of curriculum conflicts, with alternatives provided where feasible and appropriate.

V. PROCEDURE FOR REQUESTS

1. Requests for accommodations should be submitted in writing to the School's Executive Director.
2. The request must include:
 - a. A description of the religious practice or belief, and
 - b. The specific accommodation being sought.
3. The school may engage in an interactive process with the requesting individual or family to determine a reasonable accommodation.

VI. LIMITATIONS

1. Accommodations may not compromise the health, safety, or legal rights of others.
2. Accommodations may not fundamentally alter the nature of the educational program or impose undue hardship on the school.

VII. CONFIDENTIALITY

All accommodation requests will be treated with sensitivity and confidentiality. Information will be shared only as necessary to implement accommodations.

Legal Reference:

Minnesota Human Rights Act (Minn. Stat. § 363A)