

**RHODE ISLAND SCHOOL FOR THE DEAF  
BOARD OF TRUSTEES  
POLICY**

**COMPLIANCE WITH GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION OR  
NATIONAL ORIGIN**

**Purpose**

Public primary and secondary schools should be open to all members of the public, regardless of their faith. Students should not face discrimination or harassment because of their faith background, their beliefs, their distinctive religious dress, or their religious expression.

Title VII of the Civil Rights Act of 1964 protects employees and job applicants from discrimination based on religion. Title VII also requires employers to reasonably accommodate the religious practices of an employee or prospective employee when they are sincerely held, unless doing so would create an “undue hardship” on the employer.

**Policy**

Rhode Island School for the Deaf will fully comply with all laws and executive orders.

The school administration will strive to fulfill requests for religious accommodation through voluntary substitutions, flexible work schedules, changes in job assignments, or transfers as appropriate. Rhode Island School for the Deaf also offers its employees “personal days” / paid leave per year in line with their negotiated contracts that may be used for accommodating religious holidays or obligations.

The School does not discriminate against any qualified person in any facet of hiring or employment because of their religion or national origin.

Rhode Island School for the Deaf complies with the Rhode Island state requirement that it attest annually (every September) to the following statement and submit this assurance to the RI Department of Education.

*“No policy of Rhode Island School for the Deaf prevents or otherwise denies participation in constitutionally protected prayer in public elementary and secondary schools as set forth in the “Guidance on Constitutionally Protected Prayer in Public Elementary and Secondary Schools,” issued February 7, 2003.”*

***First Reading: July 12, 2023***

***Second Reading: Aug 16, 2023***

***Adopted: Aug 16, 2023***

***Signed by:*** 

**Sarah McGaughey, Director  
Rhode Island School for the Deaf  
September 7, 2024**