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## 803 Non-Sectarian/Religious Accommodation Policy

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### **Non-sectarian/Religious Accommodation Policy**

I. The purpose of this policy is to identify the status of religion as it pertains to Three Rivers Montessori School and to comply with Minnesota Statutes, section 124E.06, subdivision 3(c).

#### II. GENERAL STATEMENT OF POLICY

In accordance with Minnesota Statutes, section 124E.06, subdivision 3(c), Three Rivers Montessori is nonsectarian in its programs, admission policies, employment practices, and all other operations.

As a nonsectarian organization, TRM shall neither promote nor disparage any religious belief or nonbelief. Instead, Three Rivers Montessori encourages all students and employees to have appreciation for and tolerance of the views of others. As a nonsectarian organization, TRM accords equal treatment of and access to all religions, and allows equal facility access to such groups during non-instructional time. Three Rivers Montessori also recognizes that religion has had a significant role in the social, cultural, political, and historical development of civilization.

It is the responsibility of the Director to ensure that the accommodation of religious practices and study of any religious materials, customs, and beliefs in the school is consistent with the U.S. Constitution, as interpreted by the United States Supreme Court in its decisions including *Abington v. Schempp*, 374 U.S. 203 (1963) and *Lemon v. Kurtzman*, 403 U.S. 602 (1971) and is in keeping with the following guidelines:

The proposed activity must have a secular purpose.

The primary objective of the activity must be one that neither advances nor inhibits religion.