

**Prohibition Against Requiring Specific Beliefs, Affiliations,
Ideals, Political Principles, or Ideology**

In accordance with Ohio law, the Governing Authority shall not solicit or require an employee or applicant for employment or academic admission to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

Statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology shall not be a part of the evaluation criteria for employees or applicants for employment, or employees that are seeking career progression or benefits.

Students are not required, and shall not be solicited to, affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology. Statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology shall not be a part of the academic evaluation of students.

Nothing in the policy shall be construed to prohibit, limit, or restrict any of the following:

- 1) The School's authority to require a student or employee to comply with federal or state law, including anti-discrimination laws, or to take action against a student or employee for violation of federal or state law;
- 2) An educator's academic freedom;
- 3) An educator's ability to research or write publications about specific beliefs, affiliations, ideals, or principles concerning political movements, ideology, or social action;
- 4) The School's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field;
- 5) The School's authority to offer an established character education program.

All policies, district guidance, and training materials used for students, educators, and staff on all matters regarding specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology are available to the public.

Nothing in this policy shall be construed to require school districts to make protected legal communications or guidance publicly available

Ohio: R.C. 3319.614



Asbestos Hazards

The Governing Authority is concerned for the safety of the students and Staff members and, accordingly, will comply with all federal and state statutes and regulations to protect them from hazards caused by asbestos materials used in previous construction.

Asbestos Hazards

The School, in compliance with the law, has adopted the following rules to protect students and staff members from exposure to asbestos. The School shall:

- inspect all School buildings for the existence of asbestos or asbestos-containing materials;
- take appropriate action based on the inspections;
- re-inspect asbestos-containing material every three (3) years;
- establish a program for dealing with friable asbestos, if found;
- develop, maintain, and update an asbestos management plan;
- comply with EPA regulations governing the transportation and disposal of asbestos and asbestos-containing material; and
- provide custodial staff with asbestos-awareness training.

The School's Head Administrator shall designate a Staff Member to develop and implement the Asbestos Management Plan. This individual will be responsible for the ensuring the School complies with federal and state laws and regulations, and appropriately instructs students and Staff members. A Model Asbestos Management Plan, designed to assist the School in complying with all federal regulations, is included as Form No. **2540.1**.

The Head Administrator shall also verify that, when conducting asbestos abatement projects, each contractor employed by the School is appropriately licensed pursuant to the Ohio Department of Health Regulations.

Nothing in this Policy shall be construed, in any way, as an assumption of liability by the Governing Authority for any death, injury, or illness that is the consequence of an accident or equipment failure or negligence or deliberate act beyond the control of the School, the Governing Authority, its officers, or staff members.

Federal: 40 C.F.R. 763.92, 15 U.S.C. 2641, 20 U.S.C. 4011, 42 U.S.C. 9601, et seq.

Cross Reference: Policy No. **2320**, Personal Safety; Policy No. **2510**, Compliance with Federal and State Safety Programs; Policy No. **2530**, OSHA Exposure Control Plan; Form No. **2540.1**, Model Asbestos Management Plan.

Model Asbestos Management Plan

The Model Asbestos Management Plan found below is adopted from the Environmental Protection Agency (EPA). The PDF version of the Plan is available at:

https://www.epa.gov/sites/default/files/2013-12/documents/modelamp_0.pdf

The EPA has more information regarding Asbestos Management Plans at:

https://www.epa.gov/sites/production/files/2013-12/documents/modelamp_0.pdf

Ticketing at School-Affiliated Events

Individuals may pay cash for a ticket to a school-affiliated event, which includes an athletic event, play, musical, or any other school-related event or activity that the School conducts, sponsors, or participates in and for which the School charges admission to attend. This policy does not apply to events and activities conducted on School grounds by a private or non-School group.

In lieu of accepting cash payments on the date of an event, the School shall grant individuals a free ticket if there are still tickets available and the individual demonstrates that the individual has enough cash to cover the full cost of the ticket on a first-come, first-served basis.

There may not be different prices for tickets for a School-affiliated event based on whether those tickets are purchased using cash or any other payment method, except that the School may charge a processing fee for any ticket purchased online or by credit card.

Students currently enrolled in a school participating in the School-affiliated event will be charged a ticket price that is less than the ticket price charged for adults for the same event.

When concessions are offered at a School-affiliated event, the School will provide at least one location where an individual may pay cash for concessions and, if concessions are sold on multiple floors, at least one location on each floor that accepts cash payment.

Ohio: R.C. 3313.5319.



Religious Expression Days and Religious Accommodations

The School will reasonably accommodate the sincerely held religious beliefs and practices of individual students with regard to all examinations or other academic requirements and absences for reasons of faith or religious or spiritual belief system.

Absences

Any student may be absent for up to three religious-expression days each school year to take holidays for reasons of faith or religious or spiritual belief system or to participate in organized activities conducted under the auspices of a religious denomination, church, or other religious or spiritual organization. No academic penalty will be imposed as a result of a student being absent as permitted in this policy. Students may participate in interscholastic athletics or other extracurricular activities on days in which the student is otherwise absent for a religious-expression day.

Academic Accommodations

In order to be provided with alternative accommodations with regard to examinations and other academic requirements missed due to a religious expression day, the parent or guardian of a student must provide the Head Administrator with written notice of up to three specific dates for which alternative accommodations are requested not later than fourteen school days after the first day of school, or fourteen school days after the date of enrollment for a student who transfers to or enrolls in the district after the first day of school.

The Head Administrator shall approve not more than three written requests per school year from a student's parent or guardian for an excused religious-expression day absence. The Head Administrator shall approve such requests without inquiry into the sincerity of a student's religious or spiritual belief system; however, the Head Administrator may verify a request for a religious expression day by contacting the parent or guardian whose signature appears on the request. If a parent or guardian disputes having signed such a request, the Head Administrator may deny the request.

Upon approval of a religious expression day absence under this policy, the Head Administrator shall require the appropriate classroom teacher or teachers to schedule a time and date for an alternative examination or other academic requirement if the approved student absence creates a conflict, which may be before or after the time and date the examination or other academic requirement was originally scheduled.



Religious Holidays

The following is a **non-exhaustive** list of major religious holidays, festivals, and religious observations for which an excused absence under this policy shall not be unreasonably withheld or denied for the 2024-2025 and 2025-2026 school years:

Judaism

Tu BiShvat
Purim
Yorn HaShoah
Lag B'Omer
Pesach (Passover)
Yorn HaSho'ah
Yorn Ha'Azmaut
Shavuot
Tisha B'Av
Rosh Hashanah
Yorn Kippur
Sukkot
Shemini
Sim chat Torah
Hanukkah

Christianity

Feast of Mary Mother of God
Christmas - Eastern Orthodox
Epiphany
Ash Wednesday
Lent
Orthodox Lent
Feast of the Annunciation
Palm Sunday
Holy Thursday
Good Friday
Easter
Pascha/ Easter (Eastern Orthodox)
Feast of the Ascension
Pentecost
Trinity Sunday
Corpus Christi Sunday



Solemnity of the Sacred Heart of Jesus
Nativity of St. John the Baptist
Feast of Saints Peter and Paul
Feast of St. Ignatius Loyola
Feast of the Assumption of Mary
All Saints Day
All Souls Day
Dia de los Muertos
Feast of Christ the King
Advent Season
Feast of St. Francis Xavier
Feast of the Immaculate Conception
Feast of Our Lady of Guadalupe
Christmas

Islam

Sabe-Miraj or Lailatul Me'raj
Sabe Ba rat
Ramadan
Lailatul Qadr
Eid al-Fitr
Day of Arafa / Haj/Waqf of Arafa
Eid-ul Adha
Islamic New Year
Ashura
Mawlid-al-Nabi

Hinduism

Maha Shivaratri
Shri Ramakrishna Jayanti
Holi
Rama Navami
Mahavir-Jayanti
Raksha Bandhan
Krishna Janmashtami
Navaratri
Diwali

Buddhism



Bodhi Day
Lunar New Year
Magha Puja Day
Vesak
Buddha Day/Visakha Puja
Diwali

Sikh

Birthday of Guru Go bind Singh Sahib
Mahavir-Jayanti
Vaisakhi
Martyrdom of Guru Arjan Dev Sahib
Diwali
Martyrdom of Guru Tegh Bahadur Sahib
Birthday of Guru Nanak Dev Sahib

Bahá'í

'Ala' (Loftiness)
Naw-Ruz
Ridvan
Declaration of the Bab
Ascension of Baha'u'llah
Martyrdom of the Bab
Birth of the Bab
Birth of Bahauallah
Ascension of 'Abdu'l-Baha

Shinto

Gantan-sai
Setsubum-sai

Other

Kwanzaa
Lunar New Year



Grievances

A student, parent, or guardian who disagrees with the implementation of this policy may notify the Head Administrator of any grievance by electronic mail within ___ days of receiving a decision concerning a religious expression day request or academic accommodation with which the student, parent, or guardian disagrees. The Head Administrator will review the grievance and make a final decision regarding the request within ___ days of receiving the grievance.

For further information about the policy, or to make notifications or requests under the policy, contact the Opportunity School Director at 740-622-3600.

Ohio: R.C. 3320.04

Cross Reference: Policy No. **4201**, Attendance, Absence & Truancy.

