

**North Santiam  
School District**

Code: **GBCA**  
Adopted: 10/19/17

**Staff Religious Dress**

All staff when on duty shall be allowed to wear religious attire, in accordance with the employee's sincerely-held religious beliefs, while maintaining religious neutrality and refraining from endorsing religion in the educational environment.

The district retains the authority to specify religious dress guidelines for staff that will prevent such matters from having an adverse impact on the educational process.

The superintendent may develop administrative regulations to implement this policy.

END OF POLICY

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**Legal Reference(s):**

[ORS 243.650\(7\)](#)  
[ORS 327.109](#)

[ORS 332.107](#)  
[ORS 339.351](#)

[ORS 659.850](#)  
[ORS 659A.030](#)

OR. CONST., art. I, § 5.  
U.S. CONST. amend. I.

**Cross Reference(s):**

GCQA/GDQA - Nonschool Employment  
GCQAB - Tutoring for Pay