

Religious Decoration in the Workplace

Religious symbols or decoration to support or oppose any religious belief or non-belief is not appropriate in a public institution. District employees should be respectful of the diversity of beliefs and refrain from displaying within public areas in the workplace any religious symbols or decoration that may be seen as implying District support or opposition for a particular religious belief or non-belief.

Employees should refrain from displaying religious symbols or decoration within a public area on District property where members of the public may come to receive services or attend public events. Common work areas within District property may also be considered public spaces. Such public areas would include gyms, auditoriums, break rooms, conference rooms, reception areas, classrooms, main offices, and work areas located at the Educational Leadership and Support Center.

Individual employees may exercise their right to express their religious views and display religious symbols or decoration in their personal work areas and in their personal dress, provided such religious symbols or decoration cannot be viewed as implying District support or opposition for a particular religious belief or non-belief. Personal work areas and offices are areas occupied by a District employee and where the public generally does not enter.

Non-religious, seasonal items that may be used to decorate workspaces may include snowflakes, wreaths, garland, evergreen trees, and lights. Employees may display such decorations so as not to disrupt the work environment or violate the District's Sustainability Plan.

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