

THE CITADEL
The Military College of South Carolina
171 Moultrie Street
Charleston, SC 29409

MEMORANDUM
NUMBER 2-20

16 August 2010

RELIGIOUS ACCOMMODATION POLICY

1. PURPOSE

The Citadel places a high value on the rights of cadets to observe tenets of their respective religious faiths. The purpose of this Memorandum is to establish institutional policy and procedures for requests by cadets for religious accommodation.

2. REFERENCE

U.S. CONST. amend. I
S.C. Code Ann. § 1-32-10, *et. seq.* (Law Co-op. 1976)

3. POLICY

A. **Guidelines for Religious Accommodation.** The Citadel will approve requests for accommodation of religious practices unless accommodation will have an adverse impact on a competing institutional interest including, but not limited to, cohesion, morale, good order and discipline, cadet welfare, safety and/or health. Accommodation of a cadet's religious practices must be examined considering these factors and cannot be guaranteed at all times.

B. **Types of Requests.** Requests for religious accommodation generally fall into five major areas:

- i. Worship practices;
- ii. Dietary practices;
- iii. Medical practices;
- iv. Wearing and appearance of the uniform; and
- v. Personal grooming.

C. **Procedure for Requesting Accommodation:**

- i. A request for accommodation shall specifically state:

- a. The existing procedure or practice for which accommodation is requested (e.g. "Accommodation to the Uniform Policy concerning...");
 - b. The requested accommodation;
 - c. The specific faith/religious tenet that requires the accommodation, and to the extent possible, religious doctrines and documents supporting the request; and
 - d. In the case of Fourth Class cadet worship accommodation, a statement explaining why the currently available campus services are not sufficient.
- ii. Chaplain Interview. The Citadel Chaplain will interview the cadet concerning the request for accommodation. A memorandum stating this interview occurred will normally accompany the request and address the religious basis of the cadet's request. The Chaplain is not required to recommend approval or disapproval, but may do so if desired. Memoranda from other pastors or campus ministers may accompany the requests as optional attachments, but do not meet this requirement for interview by The Citadel Chaplain.
 - iii. Commandant Approval. Cadets will submit requests for religious accommodation through their chain of command to the Office of the Commandant. The Commandant will approve or disapprove the request in writing. To the degree possible, the Commandant will respond to requests for religious accommodation within ten (10) working days of receipt.

4. COMPLIANCE

Non-compliance with this policy may result in disciplinary action if a violation of college regulations occurs.

5. NOTES

A. Dates of official enactment and amendments:

Approved by the Director of The Citadel Staff on 16 August 2010

B. Responsible Department:

Religious Activities

C. Responsible Official:

Chaplain to the Corps of Cadets

D. Cross References

White Book, Organizations, Functions, and Standard Operating Procedures 2009-2010; Chap 4. Cadet Organizations, Club Sports, & Religious Activities

Blue Book, Regulations for the South Carolina Corps of Cadets, 2008-2009 , Rev. 20 Feb 2009 Chap 3. Cadet Life

6. RESCISSION

None.

FOR THE PRESIDENT:

OFFICIAL

JOSEPH W. TREZ
Colonel, USA, Retired
Director of The Citadel Staff

Attachment:

Annex A - Sample Accommodation Request

THE CHURCH OF
JESUS CHRIST
OF LATTER-DAY SAINTS

Date

To Whom It May Concern:

Subject: Request for Religious Accommodation to attend LDS Services at 10:00 am Sunday Mornings.

1. Purpose. In accordance with Citadel Policy, I request an accommodation in order transport Fourth Class Cadets to services of the LDS Church at 1519 Sam Rittenberg Blvd., Charleston at 9:30 am each Sunday morning instead of attending the Protestant services at the Summerall Chapel.

2. Issues.

a. The LDS worship service includes a weekly closed Communion where the members are given the opportunity to partake of the emblems of the Lord's Supper. Weekly Communion is a central sacrament of the LDS faith and cannot be accomplished outside of an LDS Worship Service.

b. Preaching Church specific doctrine, performing Priesthood ordinances and training in LDS Priesthood and Relief Society duties and responsibilities are all additional components of the LDS worship service.

c. LDS services run approximately three hours and consist of the Communion worship service, a 45-minute scripture study (Sunday School), and a 50-minute concurrent class for Priesthood (male members) and Relief Society (female members) instruction. Because of this three-hour service, having to attend the Protestant Service for an hour causes substantial hardship.

3. Requirements.

a. LDS services cannot be conducted by non-LDS chaplains and we do not have an LDS chaplain assigned to The Citadel to conduct LDS services. Attending a collective Protestant service on campus will not meet the needs of the LDS cadets.

b. Within the LDS faith, all ordinances and sacraments MUST be performed by a person who has been ordained to the Priesthood. The priesthood is conveyed to an individual by the laying on of hands under the direction of ecclesiastical authorities. LDS tradition and doctrine requires that one must be ordained to the Melchizedek Priesthood in order to be authorized to provide a weekly closed communion, give blessings, hear confessions, or minister to the deepest religious requirements of LDS cadets.

c. While we have much in common with Protestant doctrine, certain specific LDS doctrines cannot be expounded upon by non-LDS chaplains.

4. The following cadets will be in attendance:

Name #1
Name #2
Name #3
etc

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