



# YOUR RELIGIOUS LIBERTIES AS A PUBLIC SCHOOL EDUCATOR

"Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof." – First Amendment

## YOU CAN...

- ✔ Answer questions about your faith or personal beliefs in age-appropriate ways without proselytizing
- ✔ Pray, read the Bible, or have spiritual conversations with colleagues when appropriate (e.g., when not interfering with your duties as an educator)
- ✔ Teach about religion (including using the Bible) in a neutral, non-devotional manner
- ✔ Attend student-led religious activities in a non-participatory manner
- ✔ Volunteer with a community ministry to lead religious meetings on your campus after (or before) school
- ✔ Be a faculty adviser to an official school Christian club (club must be student-led)
- ✔ Supplement your curriculum with religiously-neutral outside sources to bring perspective
- ✔ Ensure that faith-informed opinions of students are treated with respect
- ✔ Express your faith personally in ways that clearly do not carry the endorsement of your school district, like wearing a cross necklace or placing a Bible on your desk
- ✔ Include religious music and literature in curriculum if it has an academic purpose and is balanced with other selections

## YOU CANNOT...

- ✘ Lead prayer, Bible reading, or other devotional activity with students during your duties as an educator
- ✘ Use your position as an educator to promote religion (or non-religion) to students
- ✘ Inhibit student religious expression
- ✘ Treat student religious expression differently than non-religious expression
- ✘ Treat religious clubs differently than non-religious clubs
- ✘ Be insubordinate to supervisors if they attempt to limit your religious freedoms—do as directed, then contact Christian Educators

The information on this summary is not intended to render legal advice. The items listed here are generally consistent with current law, but unique factual and legal issues may arise in each circumstance that must be considered. If legal advice is necessary, the services of a competent attorney should be sought. Questions about school law and issues relating to religious freedoms? Go to [christianeducators.org/ask-an-attorney](https://christianeducators.org/ask-an-attorney).

