

500 INSTRUCTIONAL, continued

503 Religion

The Board of Directors will uphold the United States and State of Washington constitutional requirements for separation of church and state.

The Board of Directors recognizes that employees working directly with students may come into contact with issues related to religion. Employees who have direct contact with students will:

- 1) learn and follow the religion policies and procedures in the school districts in which they are assigned and/or;
- 2) learn and follow the religion policies and procedures outlined in any contract for services of which the ESD is a signator.

For issues related to use of ESD facilities for religious purposes, please refer to Policy 404.