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Army religious accommodation ppt

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1 Religious Accommodation in the Army: Counseling for the Command Class: Counseling for Religious Accommodation of Religious Practice (56 M) Religious Affairs Special 805D Advise Command on Religious Accommodation (57A) Priests Resources:
Projector and Protector Lesson: 2 hours: Two blocks 50 minutes of guidance with two breaks Read the material ahead: ATP Religious Freedom October 6, 2017, pp 1-8 AR Military Command Policy, Para 5-6 Religious
Hospitality (Excerpt) November 6, 2014 Military Directive (Processing religious accommodation requests requiring waiver of military uniforms or grooming policies) October 6, 2016 Military Directive (Processing religious accommodation, Disapproval, and Uploading Requests for Religious Accommodation) Handout: Categories of Uniform and OCCH/USACHCS
Cultivation Requests as of January 8, 2019 2 Terminal Learning Purposes: Advise the Order on Religious Liberty, DODI,
Military Guidelines, AR, AR 670-1, ATP), Scenarios, and Guided Class Discussion. Standard: The command's consultation includes: -locating all laws, regulations and doctrine to scenarios - passing the principles of
religious accommodation and invite participants to read the purpose of their terminal learning. Changes in the military's religious residence process affect leaders at several levels throughout the military. 3 References to Title 42, United States Code § 2000bb-1 (Religious Freedom Restoration Act). Title 10, United States Code § 774
(Religious Attire: Dressed in Uniform). Attorney General's Memorandum on Religious Freedom, 6 March 2017. Directive of the Ministry of Defense (accommodation of religious practices within the military services), February 10, 2009, combining Change 1, effective January 22, 2014. Military directive (processing religious accommodation
requests requiring waiver of military uniforms or cultivation policies), 6.10.16. Military guidance (authorization, disapproval and raising of requests for religious Practices) November 6, 2014. Military Regulation (AR) (Clothing and
Appearance of Military and Deputy Uniforms), 25 May 2017. Publication of Military Techniques (ATP) Religious residence in the military. Religious Policies, processes and instructions are grouped in the Policies of the
Ministry of Labor and the Military, in instructions, guidelines and regulations, 4 Introduction: Reverend Corps Roles Agenda Introduction: Reverend Corps Ro
Pastors' Specific RA Interviews Roles Scenarios 5 Introduction To The Reverend Corps advises orders at all levels on issues of religious hospitality (RA) procedures and policies have recently been changed. Religious support personnel must maintain familiarity with RA's law and policies to fulfill: a general
responsibility to advise military leaders and soldiers on religious exercise in military contexts, and a specific procedural responsibility to conduct interviews as part of official requests by the individual RA. The Common Doctrine and the Army (for example, JG 1-05, FM 1-05, ATP) and policy guidelines and regulations (e.g. AR 165-1)
explain the requirement of priests of all levels of command to be prepared to advise on matters of religious hospitality policies and procedures in order to properly fulfill two separate roles: their role as general counsel in religion, and their role as the
official procedural interviewer for formal requests. 6 Legal Foundation - The U.S. Constitutional First Amendment is our nation's centuries-old legal basis for religious freedom and lodging under all U.S. laws and policies, to include the Department of Defense and U.S. Military Policy on Religious Accommodation. Protecting freedom is a
major reason for the U.S. military's very existence. Religious freedom is so valued by our nation, residences are made into a diverse religious expression in federal law and in policies where military service would otherwise require stricter uniformity. While the First Amendment free exercise clause is the centuries-old basis of religious
accommodation in the United States that applies to the Department of Education and the United States. Military, this is essentially the Religious Freedom and Rehabilitation Act that provides the standard of federal law implemented by the military for free exercise of religion in military services, and under the directives of the Ministry of
Defense (Guidance of the Ministry of Defence), AR and Military Doctrine (e.g., ATP) that implement and provide additional specific quidance on how to statute of limitations in the military. Religious hospitality is based on a free exercise clause in the First Amendment of the U.S. Constitution. 7 First Amendment to the U.S. Constitution, the
U.S. Congress of Legal Funds will not make any law that respects the establishment of religion or prohibits its free exercise of one's religion only if it demonstrates that applying the burden to the person — is a continuation of a compelling
governmental interest; And he the less restrictive means predate this compelling government interest. The Religious Freedom Restoration Act (RFRA), 42 U.S.C. § 2000bb-2000bb-4 First Amendment broadly restricts and generally the federal government, to include the military, is stored on free exercise of religion. Congress has set a
higher legal standard than the Constitution requires by passing the Religious Freedom and Rehabilitation Act (RFRA). This federal law provides the actual specific standard for our government, the military, and the courts as to how free exercise must be specifically protected and adjusted. The two most important expressions to keep in
mind in recognizing the legal standard when the military can limit or burden the exercise of religion are a compelling governmental interest (considered in the context of the Ministry of Justice/Military in a later slide as a military necessity) and 8 legal foundations to the maximum extent permitted by law, religious
observance and practice should be reasonably hosted in any government activity. The free exercise of religious beliefs. The government may not formally favor or rebuff certain religious groups. The Attorney General's Memorandum, Federal Religious Liberty
Law Protections, october 6, 17 statements on this slide and the following are taken directly from the October 2017 Attorney General's Memorandum Guidelines to all departments and executive agencies (including the Department of Defense and the U.S. Military) on religious freedom protections in federal law. Religious residences involve
the interpretation of the First Amendment's Free Exercise Clause. However, when we provide free exercise of religions, the government/military must also be careful not to favor certain religions, which is a principle that supports the establishment clause of the First Amendment. That's why advisers to government and military leaders must
be careful not to look up to or officially favor certain religious groups, and why exercising the religious belief. 9 legal funds the stringent testing standard applicable to RFRA is particularly demanding... Only these first-rate
interests can mount legitimate claims to free exercise of religion... Even if the federal government can show that the chosen limit on free exercise is the least restrictive means of achieving that interest. This analysis is binding on the government. That she could not contain the religious
disciple while achieving her interest through a viable alternative... RFRA does not allow the federal government to guestion the fairness of religious Liberty Act, the 6 October 17 standard that allows the government to burden the free exercise of religion is sometimes
called a strict vetting standard. The courts, and will do so, will carefully examine any government claim that it has good reason to burden the exercise of religion and demand that the government have a compelling reason why it cannot contain the exercise of religion in a particular case. These statements of lodging legal standards from
federal law (RFRA) are taken directly from October 6, 17 AG Memo embarrassing all departments and executive agencies (including the Department of Defense and the U.S. Military) with how they should enforce religious freedom protections. As noted above, this legal standard of RFRA stands as the force of law behind all Ministry of
Defence and Military policy, regulations and provisions that try to implement the law on religious residence. Take a look at the second statement in the guidance cited here on less restrictive measures and achieving government interests through a viable alternative. Consider the great practical value to government and military
organizations of trusted advisers such as priests who understand certain military units and culture to help followers and leaders find viable alternatives to agree on a reasonable adjustment of religious practice that improves mission achievements. 10 Military Religious Hospitality Policy (RA) The Ministry of Labor places a high value on the
rights of members of the military services to uphold the principles of their religion or not to uphold religion at all. A direct quote taken from: - AR, Army
Command Policy, 6 November 14 - Military Directive, 6 October 16 - ATP, Religious Support and Internal Counseling, 23 March 17 Both the Ministry of Labor and the Army RA Policy and Guidance doctrinal follow RFRA by beginning a basic statement that commences the high value placed on members of the Service of Exercising
Religious Liberties. 11 JUBILEE RA Military Policy will approve requests for accommodation of religious practices, unless accommodation adversely affects military Directive, 6 October 16 both the Ministry of Labor and the Army RA Doctrinal Policy and Guidance follow
RFRA by beginning a basic declaration determining the high value placed on members of the Religious Liberties Acting Service. Military necessity is the guiding term for the military's decision To use the determination of when to prevent religious activity of soldiers may be justified as a compelling government interest. 12 IDF RA Military
Policy will approve requests for accommodation of religious practices, unless accommodation adversely affects military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... - AR, Army Command Policy, November 6, 14 - Military necessity... 
policy lists the following types of military necessity that may, depending on the level of negative impact, warrant partial or complete denial of a single RA request: - Unit or personal readiness, unit cohesion, good order, discipline,
health and/or safety for soldiers and units (AD) as types of military readiness that can justify preventing accommodation requests. However, in accordance with military necessity does not automatically require that
the request be rejected; The law requires consider satisfying these compelling government interests of military necessity with other less restrictive measures, or practical alternatives, to flat denials under the RFRA. 13 Army RA Policy: Potential Types of RAWORSHIP Medical Uniform Nutrition Practices * Cultivation * Religious Speech
Religious Observance / Avoidance Of Military Policy Guides Different Types of Procedures and Different Types
requests. Listed below are potential types of religious exercise that may result in the initiation of a RA request that can usually be resolved at the lowest command levels, before discussing special procedures for medical requests and uniformity and cultivation. Dietary
practices, ritual practices, observance of religious observances, and religious speech or speech avoidance issues will usually be typically observed when living for the purposes of some set of procedures to follow. An example of a religious speech issue may include claims that the person should not be accommodated regarding existing
restrictions on using a work environment or working hours to share such a person's faith or gather for a prayer meeting or religious study. An example of the issue of avoidance that arose in the past is a commander who does not want to sign a certificate of appreciation for that sex partner based on personal religious beliefs. *Latest
changes are detailed in military guidelines 2016 and 2018 670-1 affects only uniformity and cultivation. 14 Army RA Policy: Routine RA requests Routine RA requests Routine RA requests Routine RA requests are these do not require waiving military-all policies and regulations (such as military uniforms and AR 670-1 grooming standards). Unit commanders respond to RA
requests within 10 working days of receipt. Unit commanders may officially or informally approve such routine REQUESTS by RA. For informal RA requests, the command simply helps the soldier complete the actions required for lodging (for example, adjusting onboards, receiving separate packets). Written RA approvals typically remain
in effect until cancelled in writing. Unit commanders are given broad discretion to grant certificates of routine RA requests. Keep in mind that the long-awaited standard for routine request, the accommodation should be granted
unless under RFRA there is a compelling government interest in completely rejecting the request that less restrictive alternative measures cannot be reached. If the unit commander approves a routine RA request that does not entail military standards, there is no need to consult higher levels of command. RA requests are often and
routinely approved in the military at local command levels. Legal review and interviews with a priest are not required for routine approvals. 15 Jubilee RA Policy: Routine RA requests from unit commanders and routine requests which reject any RA request must afford soldiers the opportunity to lodge a written appeal. A soldier's appeals
for disapproval of RA requests are filed through any higher level of command to Deputy Hermetchel HCD, G-1 (DAPE-MPC) unless approval is granted by superior commanders(s) interviewing a priest a copy of the
judicial review does not change the type of RA request, if the RA request, if the RA request is denied for any reason, the soldiers, make every effort to
resolve almost the routine RA requests at the lowest level to avoid a delay in soldier and significant command up to headquarters). AR, para 5-6i(5) explicitly states: If the commander withstes the request, he or she will allow the soldier to challenge his
disapproval. This appeal will be made using a memorandum of the soldier using each command level (to specifically include ACOM, ASCC, or DRU) G-1 (DAPE-MPC). At the very least, the memorandum will include: the name, rank, social security number, unit and MOS of the soldier; The nature of the requested property; the religious
basis for the request: And sponsorships by commanders. Enclosures will accompany the recall. Mandatory compounds are a memorandum from a priest and a copy of the judicial review. Optional enclosures include statements from colleagues or officials of the soldier's faith group, copies of religious writings, statements, doctoral
statements bearing the soldier's request, documents relating to the nature of the soldier explaining in more detail the nature of the request. While routine RA approvals do not require interviews or legal reviews, a priest interview and legal review memos must accompany all
disapproval appeal packets. 16 IDF RA Policy: Medical RA requests may include beliefs in self-care and anti-vaccination bans, blood transfusions, or surgery. Medical boards appointed by Medical Care Facility (MTF) commanders are required when soldiers refuse
treatment for religious reasons. These committees are headed by a member of the Medical Corps, including a priest, and must provide soldiers with the opportunity to appear before the board and submit written materials. Medical RA committees consider the impact on a soldier's health and ability to perform assigned tasks, the health of
others, and the military medical system. Direct participants to take a moment to read the slide. Please note that these medical boards must include a priest. Priests serving on these boards of directors can help remind them to articulate health concerns in terms of compelling interests and less restrictive measures to help meet RFRA
legal/policy standards. Medical RA requests of soldiers are processed through unit commanders, medical board and MTF Commander may approve most MEDICAL REQUESTS RA. If the board finds instead that medical treatment is
necessary and soldiers continue to refuse prescribed treatment, the board proceedings will be forwarded to the Surgeon General (TSG) for approval treatment can be postponed pending a final decision on whether to approve the medical RA request at the discretion of the unit and the MTF commander, taking into
account time constraints for the soldier to recover without receiving immediate military medical treatment. Vaccinations are approved or disapproved of only by TSG IAW additional procedures described in AR, para 5-6h(3)(e). Direct participants to take a moment to read
the slide. This is similar to the appeals mentioned The previous slide but go to the Army's general analyst rather than the DCS G-1 at HQDA. 18 JUBILEE RA POLICY: Uniform/cultivation standards and cultivation.
These provisions are expected to be fully incorporated into future AR Army Directive (AD) amendments: including provisions for RA requests before access). Military Guidance (for publication): Allows general convening authorities of the Military Tribunal (GCMCAs) to approve certain types of uniform
RA requests and cultivation. Please note that RA requests are not required for categories of licensed wear of religious jewelry, headgear, and other apparel that are already specially licensed under AR provisions and this slide is reminiscent of all four military publications that quide RA policies when it comes to uniform and grooming
standards. The following slides will attempt to break some of the complexity of uniform standards and cultivation based on recent changes. The GCMCA will be a division or a corps commander, it could be an installation commander. The local Office of the staff
judge or the unit's serving barrister can identify the relevant GCMCA for you. The military's two detailed guidelines only affect the ra's exceptional processing of uniform standards and cultivation of the military. Processing of other RA requests is not affected. 19 Jubilee RA Policy: Uniform/Fostering Military Guidance Standards (AD)
approves procedures for pre-access RA requests. AD allows qualified applicants to submit written RA applications for ar uniform exception and cultivation standards before recruitment contracts, program contracts and senior reserve officers, or before receiving U.S. Military Academy or direct committee appointments. Requires immediate
command notification to headquarters, DCS, G-1 in any advance request package for RA access to include: an individual's written request below), a legal review, a chain of command recommendations. Approved by the Secretary of the Army (or planner) direct participants take a
moment to read the slide. While AD deals only primarily with RA requests before access, some of its procedural aspects are references to accommodation types mentioned to AD, which is discussed on the next slide. 20 Army RA policy: Uniform/nurturing military guidance standards (AD) approves GCMCA-level approval of three types of
RA requests: wear a hijab; wear and wear of beard; Wearing a turban/patka, with an uncut beard and uncut hair. Unit commanders forward these types of GCMCA requests unless: the request is
Based on an honest religious belief, or a risk was identified that could not be mitied by reasonable means after coordination with the branch or a MOS follower. referred participants to take a moment to read the slide. Priests should remind all unit commanders as soon as they are aware of the RA's request for uniform AR waivers and
grooming standards (whether of the types listed on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on this slide and in AD DCS G-1 at the link provided on the link provided on the link prov
publication) Full formal RA application packages for these GCMCA commanders should include: a soldier's written request with priest enclosures and a memorandum interview (described below) a legal review and chain of command recommendations. Further provisions of the AD include certain restrictions on training and mandatory
placement for soldiers receiving RA for wearing beards. While AD controls how these RA requests are approved, AR outlines additional detailed standards on how these hijabs, turbans, and elders should be worn once RA is approved by the GCMCA census. Direct participants to take a moment to read the slide. AR is in the process of
updating to reflect procedural changes implemented to AD, but the content on how hijabs, turbans, and worn-out elders remains the same. 22 Jubilee RA Policy: Uniform / Cultivation Standards/procedures apply based on four different types of
uniform/RA cultivation. Initially determining uniform RA/grooming types according to the following four category 2: Any census approvals if no AR waiver is necessary. If a RA requests only requests exceeding local
standards/uniformity instead of waiving military-wide policies/regulations, each commander may approve these formal or informal requests. See AR, Para 5-6h(4)(i). Category 3: GCMCA CERTIFICATES AR FACILITIES. Only for concessions specified for hijabs, beards, turbans with uncut beards/IAW AD hair and AR Category 4:
Secretary of the Army (or Designee) Certifications. Any other concessions of IAW AD and AR military-all policies/regulations when presented with a RA issue that includes uniform standards and grooming, UMT consultants and decision makers must be assured to discern what kind of request is made according to these four categories
listed, so that appropriate procedures are followed. 23 Two pastoral corps positions at RAChaplains must understand the army's RA policy to skillfully fill two separate roles they perform and oversee all command levels. Distinguishing between the two different roles is important due to differences in ability to offer Communication,
depending on the role being performed. A misunderstanding about secrecy risks losing confidence in a soldier/leader in the priest's attorney's office. The two roles described in the following slides are the Priest's attorney's office. The two roles described in the following slides are the Priest's attorney's office.
the two different roles a priest may fill regarding RA. Sometimes a priest will have to fill both of those positions for the same RA request, and sometimes two different priests will fulfill that responsibility. 24 Hra General Advisory of Priests must be prepared to advise orders of all levels in all matters of religion in general, to include the
religious needs of assigned personnel. (AR 165-1, Para 3-3). Internal counseling in all units on religious support and internal counseling (23 March 17). Internal counseling is defined as a required religious support
capability that counsels religion, morals and morale within units, and ethics decision-making of the ordinance (ATP, Farah 1-6). Authoritative guidance on the role of the RA Corps Reverend Counseling is fully provided in Chapter 1 and Appendix A of the ATP Direct participants take a moment to read the slide. 25 The role of general
counsel of pastor RA International Counseling is provided not only to command and staff, but also to individual soldiers seeking advice regarding appropriate exercise of religious faith and practice. Priests are able to offer full confidentiality to counselling giving in this role ra rules internal consultation for one-on-one RA hearings as a
matter of conscience for IAW Mil. Yved's Law. 503. The priest's advisors serving in general RA counseling positions help military leaders understand this support for free exercise of religion as a value that extends beyond meeting minimum legal requirements: [I]nternal counseling supports awareness of commanders and leaders for free
exercise values not just for reasons of legal compliance. Free exercise of religion also serves end-of-state goals related to the military mission of sustaining the soldiers' short- and long-term readiness, building an ethics and mortivation to meet current and future challenges. ATP, para. 1-6 priests and religious experts can
also perform ra's general counseling role and provide complete confidentiality to soldiers or other members of the command they advise. There is no need for it to be an official act of religion or advice to offer confidentiality to one-on-one advice. Confidentiality may also be offered to advise when helping them determine how to make
correct and moral operational decisions (such as how to decide on a RA request) based on the standards of military rule of 503 which only requires that recommended wanting confidential advice as a matter of conscience... Morality and ethics are matters of conscience. This is explained in further detail at the ATP, paragraphs 1-24 to 1-
RA matters. When necessary: This official interview of soldiers requests: uniform and grooming standards. All RA re-requests: uniform and grooming standards.
treat a) the religious basis at the request of the soldier's RA, and b) the sincerity of the soldier's RA, and b) the sincerity of the soldier's RA request. Direct participants to take a moment to read the slide. Slide below will show the format for the command to be written after the interview. While the priest may or may not make a recommendation for approval or
disapproval of the request, it is not required for this official interviewer role. Since the purpose of the interview is the religious basis and sincerity and does not require the interviewer role. Since the purpose of the interview is the religious basis and sincerity and does not require the interviewer role.
recommendations for the counsel provided in their capacity as general counsel on religion covered in the priest is freer to consider other factors. This is especially the case when the interviewing priest is not the
commander's own assigned priest. 27 as an official RA-specific interviewer the role of the unit pastor should not be the priest interviews may be conducted by telephone by a unit chaperin or other priest determined by the current senior priest. This senior priest should not be physically present, but able to coordinate properly
with the local unit to determine a suitable priest interviewer. Information provided during official RA interviewes understand and recognize that the interview information will be provided to the command. Priests besides the priest's
asking for ra himself should often provide the official priest interview. This helps prevent actual or perceived conflicts of interest, especially when a confidential advisor Already exists between a seeker and the unit priest. Direct participants to take a moment to read the slide. Interviewing a priest must be clear about the inability to offer
advisory secrecy during the interview. Priests with existing confidential relationships with RA seekers should make any attempt with senior priests/supervisors and their order to have an alternative priest provide the interview to avoid a potential conflict of interest. This can often be arranged by telephone, and a supervising priest is often
able to carry out the priest's official interview. 28 Official RA Interview Memorandum of Priests: Required Interview, and an address: the religious basis of the request. The sincerity of the request. Optional: The priest may recommend
approval/disapproval, but is not required to do so. Priests summarize relevant facts from the Religious Lodging Interview (RA) in support of evaluating the religious base and honesty. Reference to supplemental information is permitted. Religious bases: The request must be religious (see Template Description from ATP, para. 2-33) and not
just philosophical/moral preference. Helpful interview questions may include: describe in detail your requested RA and the main reason why you want to. What is your religious preference? Are you part of a spiritual or philosophical group that promotes this practice? Which book/text or spiritual leader supports this practice? In what other
areas of life do you look to the same leader/book/text? Describe the relationship between the practice and your personal beliefs. Why do you realize this to be encouraging or necessary? Is it encouraged, or required, by others in this spiritual group? What is the practical or spiritual effect of avoiding this hosting? 2. Honesty: Honesty
involves truth and sincerity, but even if a request is sincerely religious, it involves a central religious basis questions relate to ot. Helpful questions may include: How long do you have to hold on to this religious, and the basic beliefs in your request?
How important is this request to you? Have you practiced this behavior before, and for how long? If this is the first time you've asked for it, what made you bring it up now? Are you practiced this behavior before, and for how long? If this is the first time you've asked for it, what made you bring it up now? Are you practiced this behavior before, and for how long? If this is the first time you've asked for it, what made you bring it up now? Are you practiced this behavior before, and for how long? If this is the first time you've asked for it, what made you bring it up now? Are you practiced this behavior before, and for how long? If this is the first time you've asked for it, what made you bring it up now? Are you practiced this behavior before, and for how long? If this is the first time you've asked for it, what made you bring it up now? Are you practiced this behavior before, and for how long? If this is the first time you've asked for it, what made you bring it up now? Are you practiced this behavior before, and for how long? If this is the first time you've asked for it, what made you bring it up now? Are you practiced this behavior before, and for how long? If this is the first time you've asked for it, what made you believe to the first time you've asked for it.
Do you have any spiritual leaders with whom you are in a relationship that specifically supports this request? Official interview memo pastor sample 29 scenario 1 trainee arrives at the admission with shirts and underwear he
intends to wear with the uniform he will soon be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued. The shirts look the same as the ones it will be issued.
requires him to wear them at all times, except when bathing or during PT. The absorption sergeant informed him that all personal belongings from home, to include them, must remain locked in the bag until he graduates. The initiation is entitled to speak to a priest about the matter and appears for counseling. How does the UMT respond?
Divide participants into groups of 3-4 and assign any combination of the following 6 scenarios for each group to analyze, discuss, and prepare to share with the larger class how they will respond. Provide participants with a handout titled: Categories of Uniform Requests and Category 1 Cultivation, permitted by regulation - no request
required, no postcard. AR 670-1, Articles 3-15b: Soldiers may wear religious items that are not visible or visible or interfere with the proper wearing of any authorized section in uniform. Examples of these items include (but are not limited
to) religious jewelry worn under the uniform or copies. Although it is not necessary to request, soldiers often require the support of the unit's office staff to advise commanders on these instructions. 30 Scenario 2 A Jewish soldier wearing a hidden dome when he is wearing a headscarves outside is asked to obtain a copy of the signed
certificate that allows him to do so. The soldier admits that he does not have written permission, but he is pretty sure it is allowed. He recognizes other Jewish soldiers (no one in his unit) wearing them. His NCO orders him removed until he signs a documentation allowing him to wear it in uniform. The soldier asks the UMT for help. How
do you react? Category 1, permitted by regulation - no request required. AR 670-1, Articles 3-15b: Soldiers may wear religious items that are not visible or visible or visible or visible when in mandatory uniforms, provided they do not interfere in performing the soldier's military duties or interfere with the proper wearing of any authorized section in uniform.
Examples of these items include (but are not limited to) religious jewelry worn under the uniform or copies. Although no request is necessary, soldier on his first day in the unit and who identifies with a branch within The tradition
comes from the formation of PT wearing long sleeves and trousers when everyone wears the hot weather PT uniform (short sleeves and ankles — is a religious practice that he follows and cares about. The soldier explains modesty — which remains covered in wrists and ankles — is a religious practice that he follows and cares about. The soldier explains modesty — which remains covered in wrists and ankles — is a religious practice that he follows and cares about.
UMT. How do you react? Category 2. Each commander is entitled to approve because no AR facilities waiver is required, only local uniformity standards. See AR, Para 5-6(4)(i). Discussing how UMTs should advise, consider the following factors. Official or unofficial requests: A commander may decide to approve the request informally
without a written request or interview. Interview with the priest: The commander may require a formal request and a priest's interview even if it is not initially mandatory. This allows for fuller consideration and prepares a package for appeal in case the commander rejects the ra and those seeking to appeal. The unit priest may be a suitable
interviewer if no secret relationship exists. Keep in mind that the interview with the priest and the accompanying memo are limited to whether the commander to consider the impact on the soldier, the unit and whether a compelling government interest
exists enough to reject the request due to a negative impact on soldier safety/health (e.g., the impact of winter PTs in the summer climate). Are there other less restrictive measures to account for the military's need for safety concerns and achieve the task assuming honesty and religious basis? It is recommended to coordinate with a
service attorney before deciding. 32 Scenario 4 A soldier marries a Muslim and converts to Islam. She returns from vacation (her honeymoon) wearing a hijab (head scarf) with two PT and a work uniform, and later provides her with written advice and
corrects. The soldier announces that the hijabs of the first sergeant are now allowed into the army. The soldier and the first sergeant are seeking help from the UMT. How do you react? A GCMCA-level certificate in category 3 is required. While the soldier is right that hijabs may now be allowed, they are only allowed after a GCMCA-level
commander approves a proper RA request made. Until the soldier receives official written permission from her GCMCA commander, she is not authorized to wear a head scarf in uniform. In the situation above UMTs can help expedite the process by arranging immediately for the reverend interview required for an IAW memorandum.
stated guidelines of AD 33 Scenario 5 NCO PR of your only PCSed unit from Germany. She wears chimera and sympathizes with the Henfi Mussolman branch of Islam. Sergeant Major, to handle the issue. Her CSM notifies
her that the value of clothing is not allowed. If she keeps wearing it she will face UCMJ action. The soldier asks the UMT for help. How do you react? This scenario is deliberately complicated. Khimra or Kimmer is another type of headscarf, similar to the hijab. However, it is often loosely worn in curtains up to the middle of the torso or
waist level. UMTs unfamiliar with this article of clothing will perform a Google search and immediately identify wearing a head scarf of this type would hide a soldier's name tape, rank, unit, correction, etc. Before UMTs are too quick in recommending disapproval of the ordinance in this scenario, they should be thorough in their research.
There are women in foreign militias who put their collars in their uniform shirts to mitiber this concealment. Such wear and the appearance of the uniform is concerned. Category 3. Official Application (GCMCA) – GCMCA Certificate. See UMTs AD must
remember accommodation is made by a type of clothing, not necessarily the name of this article of religious residence to wear dreadlocks. The soldier is directed to the office staff for guidance. How do you react? Category 4. Waiver
request - approval of the Secretary of the Army (or the Heisman). See AD While the recent change in AR allows women to wear IAW dreadlocks stated guidelines, this is not the case for men - nor is it related to religious accommodation requests. Such a request would require the applicant to follow normal AR and AD standards to route
the request to dcs G-1 for approval by the Secretary of the Army. Priest interviewer or counselor position: An official priest interviewer or may not recommend approval. Receiving a recommendation is of questionable value in an interviewer or in a general
advisory role since the decision to approve or not approve or not approve was made at the HQDA level. 35 Scenario 7 A soldier asks if possible, by adjusting the duty schedule and spreading the workload with his team, his order exempts him from his post
from Friday until sunset on Saturday. The soldier is directed to the office staff for guidance. How do you react? Shabbat observance can be considered as a form of worship or religious observance in a RA request. There is no need for an official interview with the priest for approval because this request does not involve a refreding of
military-wide policies/regulations (is It is necessary if we reject the appeal). Shabbat observance would be most common for Jews and Adventists of the seventh day, but others could ask for irregular (irregular) observance, such as Ramadan (Islam) or Holi (Hinduism). Commands can often contain such reguests without a negative impact
on the task. UMTs in their advisory roles can help soldiers specify or reduce the types of debts from which they want accommodation where operations may often require a duty during this time. They can also help ask soldiers to suggest how they can compensate for RA by working at alternate times for other soldiers. UMTs in their roles
as general counsel can help command decision makers consider potential impacts to the soldier and unit of providing or deprivation of RA to consider the most restrictive measures to carry out the mission while promoting RA for the benefit of free exercise. 36 Scenario
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8 A soldier assigned to everyday office positions routinely shares his faith with colleagues at personal time and lunch breaks, sometimes edging out that other religions are false and will not bring salvation. His supervisor heard a co-worker complaining that they found this expression of his beliefs annoying and offensive. The superintendent, who wants to avoid workplace controversy, creates a new office rule: a ban on pretense or criticism of religious conversations should only occur after business hours. The soldier comes to the priest and says that his religion requires that he regularly share his faith with others. He wants to know if he has the right to do so, or if he can ask for an exception for religious reasons to continue to share his faith in the office to include expressing his exclusive views on how his religion is the only true religion. The superintendent also says he wants to talk to you about limiting religious talk to the chapel. This scenario raises two different issues that participants should discuss/discern: discrimination. The supervisor/ordinance is not allowed to discriminate against religious speech. Banning entire categories of speech speech unlike other types of speech unlike other types of speech unlike other types of speech sequal opportunity provisions and establishment clauses, where other types of philosophical and personal speech are freely permitted during breaktime and lunchtime in the workplace. The order may implement reasonable restrictions on disrespectful speech speech sequely permitted during breaktime and lunchtime in the workplace of speech sequely reasonable poportunity provisions and establishment clauses, where other types of speech sequely permitted during breaktime and lunchtime in the workplace of speech sequely permitted during breaktime and lunchtime in the workplace of speech sequely permitted during breaktime and lunchtime in the workplace of speech sequely permitted during breaktime and lunchtime in the workplace of speech sequely permitted during breaktim

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