

Summary Report for Individual Task
805D-207-2101
Advise Soldiers on Process for Accommodation of Religious Practice
Status: Approved

Distribution Restriction: Approved for public release; distribution is unlimited.

Destruction Notice: None

Foreign Disclosure: FD1 - The materials contained in this course have been reviewed by the course developers in coordination with the Chaplain School foreign disclosure authority. This course is releasable to students from all requesting foreign countries without restrictions.

Condition: Given a request for training on accommodating religious practices. This task should not be trained in MOPP 4.

Standard: Complete all performance measures as they apply to your unit or request.

Special Condition: None

Safety Risk: Low

MOPP 4: Never

Task Statements

Cue: None

DANGER

None

WARNING

None

CAUTION

None

Remarks: None

Notes: None

Performance Steps

Cue: A soldier requests a special accommodation for practice of his or her religion.

1. Review religious needs accommodation policies in AR 600-20, Army Command Policies and Department of Defense Instruction (DODI) 1300.17, 10 FEB 14, Incorporating Change 1, Effective 22 JAN 14 (<http://www.dtic.mil/whs/directives/corres/pdf/130017p.pdf>)

2. Explain the process that a soldier must follow to have the Army accommodate a religious practice:

a. The soldier makes a request. This can be done with a memorandum to document/describe the religious importance of the accommodation requested.

b. The soldier collects the facts pertaining to the request with statements from:

(1) The religious faith group.

(2) Members of the religious faith group.

(3) Others who know the soldier and/or the religious group. (A statement from the chaplain could be appropriate.)

3. Explain the decision making and appeal process:

a. The commander makes a decision on the request.

(1) If the commander approves the request, then the soldier will be allowed to utilize the religious accommodation.

(2) If the commander disapproves the request, then the soldier must make a decision to:

(a) Drop the request,

(b) Request a reassignment, reclassification, or separation, or

(c) Appeal the decision through each level of to the Deputy Chief of Staff, G-1.

b. If the soldier decides to request reassignment, reclassification, or separation, it will be considered by the appropriate authority and either approved or disapproved.

c. If the soldier is not satisfied with the commander's final decision, the soldier may seek a redress under Article 138, UCMJ (Uniform Code of Military Justice) or petition the Army Board for the Correction of Military Records (ABCMR) for correction of appropriate records.

(Asterisks indicates a leader performance step.)

Evaluation Guidance: Soldiers should be evaluated based on their ability to perform the tasks in accordance with the performance measures listed in this manual. Soldiers who miss any performance measure should be retrained and reevaluated.

Evaluation Preparation:

PERFORMANCE MEASURES	GO	NO-GO	N/A
1. FAMILIARIZED SELF WITH THE CONTENTS OF AR 600-20 AND DODI 1300.17 AS THEY APPLY TO THE ACCOMMODATION OF RELIGIOUS PRACTICES			
2. EXPLAINED THE PROCESS THAT MUST BE FOLLOWED TO HAVE THE RELIGIOUS PRACTICE ACCOMMODATED.			
3. EXPLAINED THE ACCOMMODATION DECISION MAKING PROCESS AND POSSIBLE OUTCOMES.			

Supporting Reference(s):

Step Number	Reference ID	Reference Name	Required	Primary
	AR 165-1	Army Chaplain Corps Activities	Yes	No
	AR 25-50	Preparing and Managing Correspondence	Yes	No
	AR 600-20	Army Command Policy (*RAR 001, 02/11/2009) (*RAR 002, 11/30/2009) (*RAR 003, 04/27/2010) (*RAR 004, 08/04/2011) (*RAR 005, 09/20/2012)	Yes	No
	DA PAM 165-18	Chaplaincy Resources Management	No	No
	DA PAM 165-3	Chaplain Training Strategy	No	No
	FM 1-05	Religious Support	Yes	No
	JP 1-05	Religious Affairs in Joint Operations	Yes	No

Environment: Environmental protection is not just the law but the right thing to do. It is a continual process and starts with deliberate planning. Always be alert to ways to protect our environment during training and missions. In doing so, you will contribute to the sustainment of our training resources while protecting people and the environment from harmful effects. Refer to FM 3-34.5 Environmental Considerations and GTA 05-08-002 ENVIRONMENTAL-RELATED RISK ASSESSMENT. Environmental protection is a continual process. Always be alert to ways to protect our environment and reduce waste.

Safety: In a training environment, leaders must perform a risk assessment in accordance with ATP 5-19, Risk Management. Leaders will complete the current Deliberate Risk Assessment Worksheet in accordance with the TRADOC Safety Officer during the planning and completion of each task and sub-task by assessing mission, enemy, terrain and weather, troops and support available-time available and civil considerations, (METT-TC). Note: During MOPP training, leaders must ensure personnel are monitored for potential heat injury. Local policies and procedures must be followed during times of increased heat category in order to avoid heat related injury. Consider the MOPP work/rest cycles and water replacement guidelines IAW FM 3-11.4, Multiservice Tactics, Techniques, and Procedures for Nuclear, Biological, and Chemical (NBC) Protection, FM 3-11.5, Multiservice Tactics, Techniques, and Procedures for Chemical, Biological, Radiological, and Nuclear Decontamination. Everyone is responsible for safety. A thorough risk assessment must be completed prior to every mission or operation.

Prerequisite Individual Tasks : None

Supporting Individual Tasks : None

Supported Individual Tasks : None

Supported Collective Tasks :

Task Number	Title	Proponent	Status
63-9-2419	Manage Regeneration Activities	63 - Multifunctional Logistics (Collective)	Reviewed
63-7-2419	Manage Regeneration Activities	63 - Multifunctional Logistics (Collective)	Approved

ICTL Data :

ICTL Title	Personnel Type	MOS Data
Battalion Chaplain Assistant Task List	Enlisted	MOS: 56M, Skill Level: SL1, Duty Pos: UDI

Chaplain Assistant, Skill Level 2 (56M20)	Enlisted	MOS: 56M, Skill Level: SL2, Duty Pos: UDI
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