



MILITARY RELIGIOUS FREEDOM
f o u n d a t i o n

Old:

2.11. Government Neutrality Regarding Religion. Leaders at all levels must balance constitutional protections for an individual's free exercise of religion or other personal beliefs and the constitutional prohibition against governmental establishment of religion. For example, they must avoid the actual or apparent use of their position to promote their personal religious beliefs to their subordinates or to extend preferential treatment for any religion. Commanders or supervisors who engage in such behavior may cause members to doubt their impartiality and objectivity. The potential result is a degradation of the unit's morale, good order, and discipline. Airmen, especially commanders and supervisors, must ensure that in exercising their right of religious free expression, they do not degrade morale, good order, and discipline in the Air Force or degrade the trust and confidence that the public has in the United States Air Force.

2.12. Free Exercise of Religion and Religious Accommodation. Supporting the right of free exercise of religion relates directly to the Air Force core values and the ability to maintain an effective team.

2.12.1. All Airmen are able to choose to practice their particular religion, or subscribe to no religious belief at all. You should confidently practice your own beliefs while respecting others whose viewpoints differ from your own.

2.12.2. Your right to practice your religious beliefs does not excuse you from complying with directives, instructions, and lawful orders; however, you may request religious accommodation. Requests can be denied based on military necessity. Commanders and supervisors at all levels are expected to ensure that requests for religious accommodation are dealt with fairly.

New:

[Replace] 2.11. Free Exercise of Religion and Religious Accommodation. The Air Force and all leaders will accommodate free exercise of religion and other personal beliefs, including freedom of expression, unless it would have an adverse impact on military readiness, unit cohesion, good order and discipline, health and safety, and mission accomplishment. If it is necessary to limit a requested accommodation or expression, the limitation must be by the least restrictive means necessary to avoid the adverse impact on military readiness, unit cohesion, good order and discipline, health and safety, and mission accomplishment.

2.11.1. All Airmen are able to choose to practice their particular religion, or subscribe to no religious belief at all. You should confidently practice your own beliefs while respecting others whose viewpoints differ from your own.

2.11.2. Airmen requesting accommodation of religious practices will comply with policy, practice, or duty requirements from which they are requesting accommodation unless and until the request is approved.

2.11.3. Expression of sincerely held beliefs (conscience, moral principles, or religious beliefs) shall not be prohibited unless the expression would have a real, not hypothetical, adverse impact on military readiness, unit cohesion, good order and discipline, health and safety, and mission accomplishment.

2.11.4. Insofar as practicable, an Airman's expression of sincerely held beliefs may not be used as the basis of any adverse personnel action, discrimination, or denial of promotion, schooling, training, or assignment.

[Replace] 2.12. Balance of Free Exercise and Establishment Clauses. Leaders at all levels must balance constitutional protections for an individual's free exercise of religion or other personal beliefs and the constitutional prohibition against governmental establishment of religion. Airmen must insure that in exercising their right of religious free expression, they do not degrade morale, good order, and discipline in the Air Force.

[Add] 2.15.8. If the communication involves the expression of sincerely held beliefs (conscience, moral principles, or religious beliefs) paragraph 2.11 and 2.12 also apply.