



3.2.003 Religious Activity

Effective date: N.D.
Revision date: December 6, 2023
Approvals: Dean of Students Office
Responsible Office: Dean of Students Office
Policy Contact: Dean of Students Office

I. PURPOSE and SCOPE

This policy is to inform students, faculty and staff of the expectations and prohibited behavior as it pertains to religious activities and the prohibition of unauthorized religious recruitment.

II. RELATED POLICIES

Faculty Handbook; Staff Handbook (Social Media, Equal Opportunity Employer/Educator)

III. DEFINITIONS:

Proselytization: Any attempt to unjustly influence people and their faith convictions in a way that deprives them of their inherent values as a person.

IV. POLICY STATEMENT

MSOE encourages spiritual exploration and moral and ethical formation as desirable components of students' personal growth and development. On the other hand, the university asserts every individual's right to make spiritual choices freely, and to form religious associations without coercion or constraint. At minimum, certainly, MSOE must insist as an academic institution that all members of the campus community – students, faculty, and staff – be able to pursue their educational and professional objectives without harassment or undue distraction.

No matter how worthy the cause or idealistic the motive, evangelizing efforts and/or “spiritual recruitment” activities that are uninvited, and that are aggressive and persistent to a degree that is unacceptable and unwelcome, cannot be condoned. Moreover, no individual or organization, either internal or external to the university, may carry on activities on campus with the specific purpose to “proselytize” – that is, to make converts of – members of the campus community to a specific church or religious affiliation. Activities that may be considered proselytizing include, but are not limited to:

- Making unfounded or inappropriate commentary on others' beliefs;
 - Persuasive promotional techniques that bring about feelings of pressure to convert or conform;
 - Dismissing the beliefs and traditions of other religions, faiths or spiritualities.
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V. PROCEDURE

Any student or other member of the MSOE community having a complaint in this regard, or desiring more information regarding this policy, should contact the vice president of student affairs and campus inclusion or dean of students. Further, any student or student organization recognized or unrecognized, who is found in violation of this policy, will be referred to the office of the dean of students for code of conduct proceedings.

VI. EXCEPTIONS/APPEALS

None

VII. ASSOCIATED LEGISLATION/REGULATIONS/ACCREDITATION STANDARD

Higher Learning Commission (HLC) Core Component 1.C and 2.D

VIII. APPENDICES

None

This section to be completed by the Records Manager:

Due date for review

Reviewed biennially: 2025

Public Location

MSOE Policy Library, linked in the Online Student Handbook

Version History

- **2023, December 6:** Policy Library format. Added examples of proselytization and expanded procedure to include VP of student affairs and campus inclusion and code of conduct proceedings.
- **N.D.:** Initial approval. Published as part of Whole Student Handbook

Records Manager

Assistant VP of Curriculum & Knowledge Management
