



Spiritual Alchemy Foundation of Enlightenment Inc.



AD 2024

POLICY: Facial Hair, Long Hair, and Dress Attire Employment Standards

1. **Purpose:**

To establish Ministry policy and regulations regarding facial and long hair in the private civilian or government employment sector for Ministry (church) members.

2. **Scope:**

This policy applies to all members of the Spiritual Alchemy Foundation of Enlightenment. All members include those who are associated with this Ministry and have been initiated and inducted as members of this church. All members further include those who adhere to their faith and are in good standing with church policies, guidelines, and the Ministry governing body and Board of Directors.

3. **Dress and Appearance:**

While employers, whether the entity is a private or local/federal government office, have their guidelines and policies regarding personal appearance, the employee has certain religious exemptions that might apply to them. This Ministry has no requirements or restrictions regarding dressing attire but recommends that Ministry members adhere to their underlying faith's requirements, if any apply. If no religious restrictions are applicable by any other underlying faiths, then this Ministry recommends that members adhere to company or office policies regarding dress attire, so long as it is reasonable and within U.S. legal standards.

4. **Federal Law & Regulations:**

- EEOC-NVTA-2014-4: Religious Garb and Grooming in the Workplace: Rights and Responsibilities.
- Title VII, 29 CFR Part 1605: Guidelines on Discrimination Because of Religion.
- Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, et seq., as amended ("Title VII").
- United States v. Seeger, 380 U.S. 163 (1965) and Welsh v. United States, 398 U.S. 333 (1970)

5. **Your Rights:**

With regard and respect to any employer's requests regarding facial hair and/or long hair, there are federal laws and regulations in place that protect the right of United States citizens. Therefore, the employer has a legal obligation to respect your choice regarding the religious practice(s) and expression of your religious freedom that you have chosen. The employer has their rights, and the employee has their rights as well. Considering all parties involved, federal laws and regulations must be adhered to in accordance with Ministry and church standards, which abides by the United States Code of Federal Regulations.

6. **Facial Hair and Long Hair:**

For a multitude of reasons, this Ministry recommends that its members do not cut the hair on their scalps and, for men, to grow their beards (without trimming the sides or edges). There are numerous reasons this Ministry has this recommendation in place, but the primary source of this guideline is listed in the Holy Bible:

- “Do not cut the hair at the sides of your head or clip off the edges of your beard.” (Leviticus 19:27)
- “All the days of his vow of separation, no razor shall touch his head. Until the time is completed for which he separates himself to the Lord, he shall be holy. He shall let the locks of hair of his head grow long.” (Numbers 6:5).

A specific blend of Levitical laws and Nazirite vows are some of the foundational beliefs of this Ministry. Therefore, members of this church are instructed to adhere to these recommendations and other guidelines outlined by this spiritual way of life.

7. **Employer & Employee Discretion:**

It is the employee's prerogative to enter into an agreement with their employer if they choose to do so. If the employee has no issues regarding adherence to company or government office's requests regarding their policy on facial hair and/or long hair, then they are free to do so. However, if the employee chooses to follow Ministry guidelines and have an ungroomed beard and long hair, then the employer must adhere to federal law and regulations that permits the employees religious rights.

If an employer demands an example of your faith or belief system, refer them to the statues of the U.S. federal law and/or this policy. As stated by the U.S. Equal Employment Opportunity Commission (EEOC), “Because this definition is so broad, whether or not a practice or belief is religious typically is not disputed in Title VII religious discrimination case” (EEOC, 2014).

8. **Examples:**

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Although there is some flexibility given with federal law defining religious fervor or devotion, this is not an excuse to abuse of that right. This Ministry strictly adheres to a personal relationship with Divinity and God and strenuously imparts this principle to be practiced by its members. Abuse of this right is a violation of this Ministry's policies and if such a complaint were to be investigated and the member was deemed to have been guilty of such a violation, they would no longer be in good standing with this Ministry. However, if a complaint or question regarding a member's devotion to their religious practice is deemed favorable for the Ministry member, then the church would support the member with any needs or complaints they might have regarding their accuser.

As stated on the EEOC website:

“4. What if an employer questions whether the applicant's or employee's asserted religious practice is sincerely held?”

Title VII's accommodation requirement only applies to religious beliefs that are "sincerely held." However, just because an individual's religious practices may deviate from commonly-followed tenets of the religion, the employer should not automatically assume that his or her religious observance is not sincere.

Moreover, an individual's religious beliefs - or degree of adherence - may change over time, yet may nevertheless be sincerely held. Therefore, like the "religious" nature of a belief or practice, the "sincerity" of an employee's stated religious belief is usually not in dispute in religious discrimination cases. However, if an employer has a legitimate reason for questioning the sincerity or even the religious nature of a particular belief or practice for which accommodation has been requested, it may ask an applicant or employee for information reasonably needed to evaluate the request.

EXAMPLE 1

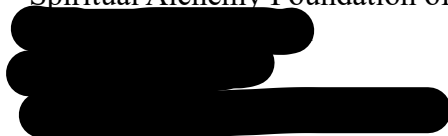
New Observance

Eli has been working at the Burger Hut for two years. While in the past he has always worn his hair short, he has recently let it grow longer. When his manager advises him that the company has a policy requiring male employees to wear their hair short, Eli explains that he is a newly practicing Nazirite and now adheres to religious beliefs that include not cutting his hair. Eli's observance can be sincerely held even though it is recently adopted.^[3] (EEOC, 2014).

9. Points of Contact:

If an employer would like to verify a church member's standing or request more information regarding this matter, or any other, they could contact the Ministry with their request(s) at:

Spiritual Alchemy Foundation of Enlightenment Inc.



SPIRITUAL ALCHEMY FOUNDATION OF ENLIGHTENMENT INC.

Website: VoyagerTree.com

Phone Number [REDACTED]

Contact methods preferred are via email due to international relations and travel often engaged by Ministry members. For this reason, phone number accessibility might not be available and/or limited to dialing out from phone application services or landlines.

10. References:

Issuing Authority: This technical assistance document was issued upon approval of the Chair of the U.S. Equal Employment Opportunity Commission (EEOC)., & This technical assistance document was issued upon approval of the Chair of the U.S. Equal Employment Opportunity Commission. (2014, March 6). *Religious garb and grooming in the workplace: Rights and responsibilities*. US EEOC.

<https://www.eeoc.gov/laws/guidance/religious-garb-and-grooming-workplace-rights-and-responsibilities>

OLC Control Number EEOC-NVTA-2014-4. Concise Display Name: Religious Garb and Grooming in the Workplace: Rights and Responsibilities. Citation: Title VII, 29 CFR Part 1605

U.S. Code of Federal Regulations. (1980, October 31). *The Federal Register*. Federal Register:: Request Access. <https://www.ecfr.gov/current/title-29/subtitle-B/chapter-XIV/part-1605>

PART 1605—GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION
Authority: Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq. Source:45 FR 72612, Oct. 31, 1980, unless otherwise noted.

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https://www.amazon.com/SPIRITUAL-ALCHEMY-FOUNDATION-ENLIGHTENMENT-Testament/dp/B0BXMRB5TG/ref=tmm_pap_swatch_0?encoding=UTF8&dib_ta

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zgBFq0yoIKIVy3H1Jny8Um1YPy42SsCi2E0&qid=&sr=](https://www.spiritualalchemy.com/author/anthony-john-toledo)



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Approved by the President and Board of Directors

Dr. Anthony John Toledo

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