

July 14, 2004

DIRECTIVE:        JOB CORPS PROGRAM INSTRUCTION NOTICE NO. 04-01
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TO:                    ALL JOB CORPS NATIONAL OFFICE SENIOR STAFF  
                          ALL JOB CORPS REGIONAL DIRECTORS  
                          ALL JOB CORPS CENTER DIRECTORS  
                          ALL JOB CORPS CENTER OPERATORS  
                          ALL NATIONAL TRAINING AND SUPPORT CONTRACTORS  
                          ALL OUTREACH, ADMISSIONS AND CTS CONTRACTORS

FROM:                GRACE A. KILBANE /s/  
                          National Director  
                          Office of Job Corps

SUBJECT:            Implementation of the Rule on *Equal Treatment in Department of Labor Programs for Faith-Based and Community Organizations; Protection of Religious Liberty of Department of Labor Social Service Providers and Beneficiaries*

1.     Purpose. To notify the Job Corps system of the new Final Rule relating to policy regarding students engaging in religious activities and related issues.
2.     Background. Incorporated below is the Internet link to review the Final Rule on *Equal Treatment in Department of Labor Programs for Faith-Based and Community Organizations; Protection of Religious Liberty of Department of Labor Social Service Providers and Beneficiaries*. The Final Rule will be effective 30 days after its date of publication (July 12, 2004). At that time, the Rule will become Job Corps policy, and the current Policy and Requirements Handbook (PRH) language concerning the issue of religious expression (PRH 6.9, R2) will be suspended until new PRH language consistent with the Final Rule is developed.
3.     Action. All interested parties are invited to comment on the change in policy and identify operational issues and other challenges. **Please submit comments by July 23, 2004.** Comments will help inform workgroup members in the development of new PRH language consistent with the Rule.

The Final Rule can be found in Volume 69, Number 132 of the *Federal Register* published on July 12, 2004 using the following links:

- <http://a257.g.akamaitech.net/7/257/2422/06jun20041800/edocket.access.gpo.gov/2004/04-15707.htm>

- <http://a257.g.akamaitech.net/7/257/2422/06jun20041800/edocket.access.gpo.gov/2004/04-15709.htm>

4. Inquiries. Please direct comments and inquiries to Brian Kennedy at (202) 693-3117 or email to [kennedy.brian@dol.gov](mailto:kennedy.brian@dol.gov); or contact Wendy Manning at (202) 693-3104 or email to [manning.wendy@dol.gov](mailto:manning.wendy@dol.gov).