

SECTION 3

RELIGIOUS AND SPIRITUAL ACCOMMODATION

WEAR OF HEADDRESS

1. **Introduction.** The wearing of headdress on different occasions reflects a combination of the cultural etiquette of formal Canadian society, military custom, and religious practices. As a guideline, the norms of formal etiquette should be followed. Further guidelines for common situations are given in the paragraphs that follow. These highlight the differences between those whose customs require removing headdress as a sign of respect, especially by males in religious circumstances (the North American and European Christian norm); and those who cover the head as a sign of religious respect (Jewish faith and others under varying circumstances). Similar requests to retain headdress may also apply to cadets who choose not to have religious affiliation. In addition:

- a. a male cadet of the Jewish faith may wear a dark, plain-pattern yarmulke whenever he removes other headdress;
- b. special details for adherents of the Sikh religion are contained in paragraphs 6 to 10 of this section;
- c. special details for adherents of the Indigenous spiritual are contained in Section 2, paragraph 5 of this chapter.

2. **Exceptions.** Exceptions to the dress instructions for religious reasons will be considered when a cadet submits written request to the Area OIC through the chain of command that includes the following requirements:

- a. name of the religion of which the cadet is a member; and
- b. identify clearly as much detail as is required, the exact nature of the religious or spiritual belief which requires an accommodation.

3. **Consecrated Buildings.** All cadets shall observe the custom of the religious denomination concerned.

4. **Messes, Dining Halls and Canteens.** Cadets entering any of these establishments shall remove headdress on entering the premises, with the exception of those following religious practices.

5. **Parades.** Headdress shall be removed, when so ordered, by all cadets on parade except for musicians, flag bearers and their close escorts, sentries in the vicinity and for those where it is indicated by their religious or spiritual practice (see paragraph 3.).

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6. Both male and female cadets who are adherents of the Sikh religion (Keshadharis) shall wear the cadet uniform and adhere to standard Cadet Program dress policy and instructions, with the following exceptions:

- a. hair on the head, face and body shall remain unshorn, neat and tidy, provided that safety is not jeopardized when it is required that the cadet wear safety equipment such as helmets, hard hats, scuba masks, etc. When a hazard clearly exists, the hair / beard shall be modified to the degree necessary for wearing the required equipment;
- b. in addition to uncut hair, four other symbolic requirements of the Sikh religion are authorized for wear by cadets of the Sikh religion (see paragraph 7.), with all orders of dress. Should

a conflict arise between the requirement to wear safety or environmental items of clothing and equipment and these religious symbols, the manner and location of wearing these symbols shall be adjusted; and

- c. a turban shall be worn by cadets with ceremonial and service dress. Turbans shall also be worn with environmental training dress, subject to the safety considerations noted in subparagraph a., above.

7. Adherents of the Sikh religion shall, subject to the provisions of paragraph 5, observe the following five symbolic requirements:

- a. Kesh – leave hair on the head, face and body unshorn;
- b. Kanga – wear a comb;
- c. Kara – wear a bangle (bracelet);
- d. Kacha – wear under-drawers of a specific design; and
- e. Kirpan – wear a symbolic dagger with an overall length (including handle and sheath) not less than 11.5 cm and not exceeding 19 cm.

8. The colour of turbans worn by cadets shall be:

- a. Sea Cadets – white, or navy blue (black) when berets or ball caps are ordered worn;
- b. Army Cadets – green or other authorized colour;
- c. Air Cadets – light blue; and
- d. Field training uniform – green.

9. Crossed ribbons may be worn on the Sea, Army and Air cadet turbans in accordance with elemental / regimental customs as illustrated in Figure 2-2-F.

10. **Method of Wear.** The following instructions are not intended to detail the method of styling and wearing hair on the head, of wearing the comb or of winding the turban. Instead they provide sufficient direction to ensure uniformity of dress amongst Sikh cadets. Accordingly, symbols and associated badges shall be worn as follows:

- a. **Turban.** Worn in a low, Sikh conventional manner, with the final winding right over left on the forehead. If ribbons are worn, their lower edge shall be 2 cm (3/4 in.) from the lowest edge of the turban at the sides of the head, and crossed right over left at the centre of the forehead. The ribbons shall be secured on the turban by tucking their ends into the folds at the front and rear;
- b. **Cap Badge.** Worn centred on the front of the turban and on the crossing point of any ribbons. The cloth or metal badge shall be locally modified to provide a brooch fastener or clip to secure it to the cloth;
- c. **Patka.** A traditional Sikh cloth head-covering worn when a turban is not suitable, such as under helmets, or during sports or strenuous physical activity (see Figure 2-2-6);
- d. **Kesh (Hair).** Male cadets shall wear their hair tied in a knot at the crown of the head, and shall secure the hair of the beard under the chin, presenting a close-to-face, groomed appearance. Female cadets shall wear their hair styled in a bun at the rear of the head to facilitate the proper wearing of Standard cadet headdress;
- e. **Kanga (Comb).** Worn concealed in the hair;

- f. **Kara (Bangle or Bracelet).** Worn on the right wrist; and
- g. **Kirpan (Dagger).** Shall remain sheathed, except for religious occasions and for cleaning purposes. The sheathed kirpan, worn under the outer shirt or jacket, shall be supported by a black cloth sling, slung from the right shoulder to the left side. Should the kirpan interfere with the wearing of uniform accoutrements or equipment, it may be slung from the left shoulder and worn on the right side.