



MANITOBA INSTITUTE OF  
TRADES AND TECHNOLOGY

POLICY:  <b>Kirpan and Kara Policy</b>		POLICY NUMBER: Pending
		PREVIOUS/REPLACES: <b>Kirpan and Kara Policy</b>
APPROVED BY: <b>Executive Council</b>	EFFECTIVE DATE AS OF: <b>May 1, 2015</b>	PRIOR VERSIONS: <b>April 15, 2014</b>

**1. Policy Statement:**

MITT respects the rights of our students who observe the Sikh religion to wear a Kirpan and Kara as part of their religious observance. The goal of this policy is to ensure that the significance of the Kirpan and Kara are not misunderstood, while at the same time, ensuring that wearing these items does not create an unsafe learning environment, or prevent the safe operation of equipment, tools, and machinery.

**2. Scope:**

This policy applies to all MITT students enrolled in full or part time post-secondary programs.

**3. Procedure:**

**The “5 K’s” of the Sikh Religion**

The **Kesh, Kangha, Kara, Kachera, and Kirpan** are 5 externally-worn items of faith, which identify a baptized member of the Sikh religion.

Kesh – Uncut, long hair kept in a turban as a symbol of leadership.

Kangha – A small wooden comb used as a symbol of cleanliness and order.

Kara – An iron/steel bracelet worn as a symbol of strength and integrity.

Kachera – A traditional under-garment.

Kirpan – A short dagger symbolizing bravery and the defense of others.

**Carrying a Kirpan While Studying at MITT**

- MITT students carrying a Kirpan are expected be in possession of the four other items of the Sikh faith (Kesh, Kangha, Kara, Kachera).



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- MITT students of the Sikh religion will be permitted to wear, or have on their person, a Kirpan while on-campus, or while participating in an off-campus MITT event.
- Students are asked to secure their Kirpan within a sheath, which must be worn under their clothing so as not to be visible, or pose a risk of being caught on a tool, machine, or piece of equipment.
- The Kirpan should be sufficiently secured so that its removal is rendered difficult, but not impossible.
- Students are expected to find an acceptable compromise should wearing the Kirpan pose a reasonable risk of causing injury to the wearer, or to another individual, during any school activity (i.e. operating equipment, sporting events, etc.).
- The right to wear a Kirpan on MITT property or while representing MITT may be suspended if it is misused by the student.

### **Wearing a Kara While Studying at MITT**

Should wearing a Kara pose a reasonable risk of causing injury when using tools or operating shop equipment, students and instructors are expected to work together to develop an alternate plan which ensures student safety, while also respecting the student's religious beliefs. This could include:

- Temporarily removing the Kara during the activity;
- Securing the Kara under a long-sleeve shirt or shop coat; or
- Any other solution which is acceptable to the student, and satisfies MITT's safety responsibilities.

#### **4. Administration:**

The respective Dean/Principal, or their designate, will oversee the administration and enforcement of this policy.

#### **5. Review:**

This policy will be reviewed as required by Academic Council and will be reviewed by Executive Council every five years.

#### **6. Reference:**

Student and MITT Expectations Policy

#### **7. Definitions: N/A**