

**GREYHOUND CANADA TRANSPORTATION ULC  
POLICIES AND PROCEDURES**

**DEPARTMENT: PASSENGER OPERATIONS**

**SUBJECT: SIKH CEREMONIAL SWORDS (KIRPAN)**

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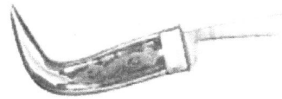
**A. SCOPE**

This policy applies to all Greyhound Canada passenger operations and customers.

**B. BACKGROUND**

The Kirpan is one of the five articles of faith worn by both male and female baptized Sikhs. The Sikh Code of Conduct, the Sikh Rehit Maryada requires that Sikhs; "Have, on your person, all the time, the five K's": The Keshas (unshorn hair), the Kirpan (sheathed sword), the Kachhehra (undergarment), the Kanga (comb), the Karha (steel bracelet)."

The Kirpan resembles a small sword in a metal sheath, wrapped and secured in a fabric holder most often worn close to the skin of the body underneath clothing and is kept in place by a strap worn around the shoulder and torso. Kirpans can be of various shapes, sizes and forms and lengths. An example is shown below:



The Sikh religion requires that the Kirpan normally not be removed from its sheath. It has sacred religious symbolism for the Sikh community and is not viewed as a weapon.

**C. POLICY**

Greyhound Canada is committed to meeting its requirements under the Canadian Human Rights Act that requires everyone within federal jurisdiction to be free from discrimination and harassment both at work and when requesting a service. This includes discrimination based on national or ethnic origin and religion.

For the purposes of passenger operations within Greyhound Canada customers practicing the orthodox Sikh faith and wearing the five articles of faith as detailed above are permitted to carry the Kirpan on their person while traveling on the bus and will not be required to remove the Kirpan and stow it in the underside on the bus. The Kirpan must be kept sheathed, worn underneath clothing, not visible to other passengers.

**Cross-Border Passengers**

Current policy on our US carrier, Greyhound Lines, Inc, requires passengers to remove the Kirpan and stow it under the bus.

Approved: \_\_\_\_\_

*Stuart J. Hendrick*  
Senior Vice President, Canada

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**Sample Questions and Responses Regarding Passengers with Kirpans:**

- Q As the Operator of this coach, am I putting my safety and the safety of the passengers at risk if I allow a passenger on with a weapon?**
- R As an organization, Greyhound considers the Kirpan a religious symbol, not a weapon. Our risk assessment found that Sikh men and women are forbidden from removing their Kirpan as an act of aggression and prevent others from taking their Kirpan from them by wearing it sheathed, under clothing and not visible to other passengers.
- Q I want to take a trip on Greyhound Canada and I wear a Kirpan, what is your policy on the wearing the Kirpan on your coaches?**
- R Greyhound Canada allows baptized Sikh men and women, who wear the five articles of faith, to wear a Kirpan on our coaches. Your Kirpan must be sheathed and worn under your clothes at all times. If your Kirpan is unsheathed at any time you will be removed from the coach.
- Q I will be going across the border on Greyhound, will I still be able to keep my Kirpan with me?**
- R Current policy on our US carrier, Greyhound Lines, Inc, requires passengers to remove the Kirpan and stow it in the baggage compartment under the coach.
- Q Why does that person get to wear their knife on the coach?**
- R That man/woman is a baptized Sikh and has the right to wear a Kirpan on board the coach. For baptized Sikhs the Kirpan is not a weapon; it is a symbol of religious commitment much like a crucifix for a Christian. The Kirpan will not be removed from its sheath.
- Q I don't feel safe riding on this coach if he/she is carrying a weapon.**
- R For baptized Sikhs the Kirpan is not a weapon; it is a symbol of religious commitment much like a crucifix for a Christian. If you still feel uncomfortable we can accommodate you on our next scheduled trip.
- Q Isn't it Greyhound's policy that sharp objects are prohibited on board the coach?**
- R You are correct, Greyhound's safety policy requires that sharp objects be stowed underneath the coach. However, Greyhound is committed to celebrating the diversity of our employees and passengers. From time-to-time we adjust our policy to accommodate religious articles such as allowing baptized Sikh passengers to carry a Kirpan on board the coach.