

## Religious Accommodations Policy

### **Policy/Procedure**

*This online policy content is provided as a resource for the students, faculty, staff, and administration of Dickinson College. Content is subject to change. Please click [here](#) to obtain the most current information.*

Dickinson College is fully committed to understanding and support of the diverse faith traditions to which members of our community adhere. While classes will still be held, the administration and faculty will make every effort not to schedule College-wide and/or public events on major religious holidays. Individuals of any faith who observe the major religious holidays or other minor religious holidays that typically restrict their participation in regular activities may also be excused from academic, athletic, and other responsibilities on those days by following the guidelines in the policy below. Anyone who has questions, or believes their rights under this policy are being violated, or needs assistance in any matter involving this policy, should contact the Director of the Center for Spirituality and Social Justice or the Associate Vice President of Human Resource Services.”

The Religious Holiday Policy reads:

*The college (offices and departments) should not schedule public and will not schedule college-wide events on the following major religious holidays: this includes, but is not limited to, Rosh Hashanah, Yom Kippur, the first night of Passover, Eid-al-Fitr, Eid-al-Adha, Good Friday, Diwali and Holi. The college calendar already excludes events on federal holidays of Christmas and Easter. These federally designated dates typically follow a Protestant Christian and Catholic Christian calendar, but may not be inclusive of all Christian faiths. This policy is intended to recognize all traditions, including Christians who do not follow the federal holiday calendar.*

***Specific to students of Dickinson College:***

*Students must make arrangements with faculty members in advance when an exam (including quizzes), papers, and other work are due on major religious holidays. A student will not be penalized for missing class or not handing in work on a holiday due to religious observance. However, students must notify faculty, in writing, at least two weeks in advance of the holiday if they will be absent from class for religious observance for full accommodations to be made. Exceptions may be made, on a case-by-case basis, with special consideration given to circumstances in which the holiday occurs within the first two weeks of the course. Likewise, students who observe these holidays must notify, in advance, their coaches should they have athletic practice or scheduled competition at a time of religious observance. Faculty and staff are expected to be sensitive to the needs of observant students of all religious, secular, and spiritual traditions when planning for lectures, field trips, work, or other curricular activities. The institution commits to providing an inclusive and equitable religious holiday calendar with enough notice so as to provide faculty adequate information regarding their syllabus creation as a way to prepare adequately for these religious observances. Any course work or other*

*obligation that is missed remains the student's responsibility, in partnership with faculty, to complete. Faculty members are expected to consider reasonable arrangements for students to complete missed work and be sensitive about scheduling one-time events and activities which may severely affect the student's educational experience. Students must make up the work that is missed.*

**Specifics to all employees of Dickinson College.**

Dickinson College remains committed to supporting all members of the campus community as it pertains to their religious, secular, and spiritual identities. Employees are afforded all legal rights protecting their religious practices, including the taking off of holidays for religious observances.

Dickinson College offers full time benefit-eligible staff floating holidays each fiscal year to aid in the observance of non-federal religious holidays. In accordance with policy, staff should make arrangements with their supervisors regarding religious observances.

In addition to accommodating students as stated above, Dickinson College supports faculty in scheduling course sessions in order to be able to accommodate their own religious observances.

**Related Information**

Finalized and approved March 2021

**History/Revision Information**

**Responsible Division/Office:** Student Life

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**Last Amended Date:** March 1, 2021

**Next Review Date:** June 1, 2022