

Suggested Revisions to Temporary Policy 08/25/23 appear in green. Notes related to suggested changes appear in maroon.

RELIGIOUS ACCOMMODATION POLICY

The University's programs, services, and employment shall be available to qualified students, faculty, and staff, regardless of their religious beliefs.

[Staff Employee Handbook](#). (note this link just goes to the handbook, not directly to Section II)

6. Employees who believe they are facing religious discrimination may file complaints with the Office of Institutional Equity in accordance with the [Salisbury University Policy Prohibiting Non-Sex-Based Discrimination](#).

B. Individual instructors and professors are responsible for providing accommodations to students. Faculty will, whenever feasible and reasonable, provide accommodations to students who request accommodations in accordance with this policy and its procedures. Students must request accommodations in advance of an event.

1. To ensure that accommodations may be made, students who plan to miss class for a religious holiday must inform their instructors as soon as possible prior to the last day of drop/add for the semester. A student will need an opportunity to adjust their schedule should the accommodation "fundamentally alter the essential nature of the course or program," "impose an undue hardship upon the institution," or seem likely to impact student success in the course.¹ Contacting a faculty member on the last day of drop/add will be too late to permit a reasonable discussion regarding the accommodation.
- 2.

7. Students who believe they are facing discrimination based on their religions may file complaints with the Office of Institutional Equity in accordance with the [Salisbury University Policy Prohibiting Non-Sex-Based Discrimination](#).

- A. [Supervisors, with appropriate support from](#) the Office of Human Resources, are responsible for providing employment accommodations to employees.
- B. Faculty members are responsible for providing academic accommodations to students.
- C. The Office of Institutional Equity is responsible for handling reports of noncompliance with this policy in accordance with the [Salisbury University Policy Prohibiting Non-Sex-Based Discrimination](#).