

To: University Faculty Council
From: Affirmative Action Committee
Date: March 22, 2000
Subject: Accommodations for Religious Observances

The UFC Affirmative Action Committee moves the approval of the policy statement printed on this (blue) page. Attached (printed on yellow paper) is Circular B22-2000, an example of campus-specific procedures for implementing this policy.

ACCOMMODATIONS FOR RELIGIOUS OBSERVANCES

Introduction

Whereas:

It is the standing policy of Indiana University that its practices should be in accordance with relevant federal or state legislation, it is arguable that the current practice of merely RECOMMENDING to course directors (both regular faculty and AI's) that they make reasonable accommodations for those students who, because of their religious observances, cannot submit a particular graded assignment at the time it is due is in violation of legislation GUARANTEEING full freedom of religion and or religious observance to all in this country,

And whereas:

While now current relevant legislation might someday be rescinded, we at IU shall want to do what is morally right in such matters,

And whereas:

Even the current practice of circulating a memo to all IU course directors to alert them to the need to schedule exams and other requirements around the holidays or to make an accommodation for those students who request alternate arrangements has not been entirely effective, so that complaints of non-compliance are received on at least some of our campuses each semester,

Therefore:

The Affirmative Action Committee recommends adoption of the following policy:

Policy

Indiana University respects the right of all students to observe their religious holidays. Accordingly, course directors are to make reasonable accommodation, upon request, for such observances. It is the responsibility of the students involved to notify their course directors in a timely manner concerning their need for such accommodation. The detailed procedures for the implementation of this policy are to be determined by the faculty governing body on each campus.