



UNIVERSITY OF RICHMOND

Policy Manual

Policy #:	STU-5001	Policy Title:	Religious Observance Policy
Effective:	06/01/2019	Responsible Office:	Chaplaincy
Date Approved:	05/18/2019	Approval:	Executive Vice President & Provost
Replaces Policy Dated:	04/30/2012	Responsible University Official:	University Chaplain

SCOPE:

This policy applies to the University of Richmond and all of its Affiliates. As used in this policy, the term “Affiliates” means organizations or entities in which the University owns a controlling interest or has the right to elect the majority of the entity’s governing board.

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POLICY STATEMENT:

STU-5001.1 – Policy

The University is a secular institution that values a diversity of religious expression. The University is also an active community with a wide range of personal commitments and academic and extracurricular activities.

Planning for academic and extracurricular activities should be done with sensitivity to the diverse religious commitments of the community and an awareness of religious holidays. Scheduling large-scale, one-time academic or extra-curricular events on a religious holiday should be avoided whenever possible.

Any student may be excused from class or other assignments because of religious observance. A student who will miss an academic obligation because of religious observance is responsible for contacting their professor within the first two weeks of the semester. The student is responsible for completing missed work in a timely manner.

Faculty are expected to be mindful of potential conflicts with religious observances and should make reasonable accommodations when students’ religious practices conflict with their academic responsibilities.

STU-5001 – Religious Observance Policy

Each year the Office of the Chaplaincy will publish a calendar of religious holidays which occur during the academic year when the University is open to serve as a scheduling guide. It will include significant holidays from the five largest global faith traditions (as noted in Exhibit 1). However, this calendar of religious holidays is not comprehensive and students may choose to observe a holiday not included on the calendar.

STU-5001.2 – Exhibit 1: Religious Holidays that Typically Occur when the University is Open

Buddhist

Buddha's Enlightenment Day (also called Rohatsu or Bodhi Day)
Buddha's Birthday

Christian

Ash Wednesday
Good Friday
Easter Sunday

Hindu

Diwali
Holi

Jewish

Rosh Hashanah
Yom Kippur
Sukkot
Passover

Muslim

Eid al-Fitr
Eid al-Adha
Ashura

POLICY BACKGROUND:

Original policy dated April 2012

Current policy reviewed by Deans on January 14, 2019; President's Cabinet on January 28, 2019; and approved by Faculty Senate on April 26, 2019 before approval by Executive Vice President & Provost on May 18, 2019

POLICY CONTACTS:

University Chaplain, Chaplaincy Office

University Registrar, Registrar's Office