

Texas Woman's University University Regulation and Procedure

Regulation and Procedure Name: Student Religious Accommodation Policy

**Regulation and Procedure
Number: URP: 06.120**

Policy Owner: Student Life

POLICY STATEMENT

Texas State and Federal law and university policy prohibit discrimination on the basis of religious belief.

APPLICABILITY

This policy is applicable to TWU Students and Faculty.

DEFINITIONS

1. “Non Work-Restricted Religious, Sectarian, and Ethnic Observances” mean religious observances that are not work-restricted by definition may involve a special worship or observance in which a faculty, staff or student may feel compelled to participate. Religious observance depends on regional customs. Observances/practices vary from culture to culture within and across denominations. For example, there are no work-restricted holy days within the Christian faith by tenet. But, by custom, in the United States, Easter and Christmas are considered to be non-work days.
 - a. There is a distinction between religious holidays, sectarian holidays, and ethnic holidays and festivals which are routinely celebrated in the United States (e.g., Christmas, New Year, etc.) and work-restricted religious holy days which are based upon religious tenets, laws, and/or doctrine. Individuals who observe and/or follow these work-restricted religious holy days are not permitted to engage in day-to-day occupations, work, or attend school, including taking examinations or performing other routine commitments.
2. “Work-Restricted Religious Holy Day” is a recognized denominational holy day that is observed by persons or groups who are required--through a set

or system of religious beliefs, laws/doctrines, tenets, canons or theology-- to restrict or limit work, toil, labor and/or physical or mental activity directed toward the production or accomplishment of something including academic endeavors (e.g., examinations, classroom activities and research, or out-of-classroom learning experiences). The observance of a holy day includes reasonable travel for that purpose

REGULATION AND PROCEDURE

I. General Guidelines

It is the policy of Texas Woman's University to accommodate students who observe work-restricted religious holy days. Upon receipt of proper notice, students who miss classes, examinations, or any other assignments as a consequence of their religious observance will be provided with a reasonable alternative opportunity to complete such academic responsibilities without academic penalty. Absence from classes or examinations for religious reasons does not relieve students from responsibility for any part of the course work required during the period of absence.

II. Student Religious Accommodation Procedure

- A. All students are asked to consider that it is more difficult to arrange specific accommodations in some degree plans and types of courses (e.g., those that have laboratories or a significant experiential learning component). Students should consider their need for accommodation for religious observances as they select majors and plan their degree plans and semester schedules. Students should register only for those courses for which they have no scheduling conflicts that will interfere with their ability to complete course requirements.
- B. No later than the census date of each semester, it is the obligation of students to provide faculty with reasonable written notice of the dates of the work-restricted religious holy day on which they will be using the Request for Accommodation for Work-Restricted Religious Holy Day Form. Earlier disclosure is encouraged.
- C. Students whose degree plans require offsite clinical and experiential learning components must contact their academic component administrator prior to internship, practicum, or clinical assignment but no later than the first day of class using the Request for Accommodation for Work-Restricted Religious Holy Day Form. A request for accommodation under this policy

may be denied if the request unreasonably interferes with direct patient care.

- D. Any student who believes that he/she has been discriminated against as a result of requesting an accommodation under this procedure may utilize the Grievance Procedures for Students Related to Title VI and Title IX of the Education Amendments of 1972, for redress.

REVIEW

This policy will remain in effect and published until it is reviewed, updated, or archived. This policy is to be reviewed once every six years. Interim review may be required as a result of updates to federal and state law or regulations, Board of Regents policies, or internal processes or procedures.

REFERENCES

Texas Administrative Code, Title 19, Part 1, Chapter 4, Subchapter A, Rule 4.4—Student Absences on Religious Holy Days

Texas Education Code Section 51.911—Religious Holy Days

[Student Handbook: Grievance Procedures for Students Related to Title VI and Title IX of the Education Amendments of 1972](#)

FORMS AND TOOLS

[Request for Accommodation for Work-Restricted Religious Holy Day Form](#)

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