

## MEMORANDUM

DATE: January 4, 2023

TO: Deans, Associate Deans, School Directors

FROM: Office of the Provost and Vice Chancellor for Academic Affairs

RE: Accommodations for Religious Holidays

It is the policy of Southern Illinois University that all students, faculty, staff, and guests should be able to enjoy and work in an educational environment free from discrimination and harassment.

Observance of religious holidays throughout the academic year is included in the above policy. Please remember that religious practice by staff and students may affect attendance and/or participation in regularly scheduled University business and events. It is important to be sensitive to the beliefs of others and knowledgeable of the policies governing reasonable accommodations for religious observance.

For our students, the 2022-23 catalog outlines instructor and student course of action for observance of the religious holidays.

Faculty and staff can find guidelines addressing absences due to religious observances and practices at the link below. Generally, the University encourages employees to work with their supervisors to accommodate religious observances, and employees should contact their Chairs/Supervisors to discuss a plan. (<https://affact.siu.edu/common/documents/resources/religion-resource-guide.pdf>).

Thank you for your cooperation.