

**RESOLUTION OF THE FACULTY SENATE
IOWA STATE UNIVERSITY
“Reasonable Accommodations for ... Religion”**

WHEREAS: The university currently has a policy regarding accommodation for religious holidays, and that faculty and students should be aware of this policy,

BE IT RESOLVED: That the current Iowa State University policy on "Reasonable Accommodations for...Religion" be linked to the Faculty Handbook and the Iowa State University Catalog to make it more visible to the campus community. Additionally, it is recommended that faculty include an announcement regarding this accommodation in their course materials.

REFERENCE: This existing university-wide policy is located at the following web address: (<http://www.hrs.iastate.edu/AAO/eod/reasonaccom.shtml>) It states*:

“Religion

Students and employees may request reasonable accommodation of their religious practices if those practices conflict with academic or employment requirements. In all cases, you must put your request in writing.

For students, you should first discuss the conflict and your requested accommodation with your professor. You may also seek assistance from the Dean of Students Office or the Office of Equal Opportunity and Diversity.

For employees, you should inform your supervisor of the conflict and your requested accommodation. You or your supervisor may also seek assistance from Human Resource Services or the Office of Equal Opportunity and Diversity.”

* The language of the existing policy is not subject to change by the senate. This resolution pertains to visibility as noted in the “Resolved” statement.