

# Consider The “Why”: Religious Observance Guidelines

Nick Daily

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# LAND ACKNOWLEDGEMENT

We acknowledge the land which we occupy today as the traditional home of the Nisenan, Maidu, and Miwok tribal nations. These sovereign people have been the caretakers of this land since time immemorial. Despite centuries of genocide and occupation, the Nisenan, Maidu, and Miwok continue as vibrant and resilient tribes and bands, both Federally recognized and unrecognized. We take this opportunity to acknowledge the generations that have gone before as well as the present-day Nisenan, Maidu, and Miwok people

# AGENDA

- Land Acknowledgement
- Consider The “What”
  - ARC Values
  - Institutional Equity Plan
  - Practices
- Consider The “Why”
  - Activity
- Consider The “How”

# CONSIDER THE “WHAT”

ARC Values

Institutional Equity Plan

Practices

# CONSIDER THE “WHAT”: ARC VALUES

## ARC VISION

Transform the future of all students and our community through inclusive, equitable education.

## ARC MISSION

ARC places students first in providing an academically rich, inclusive environment that inspires critical thinking, learning and achievement, and responsible participation in the community.

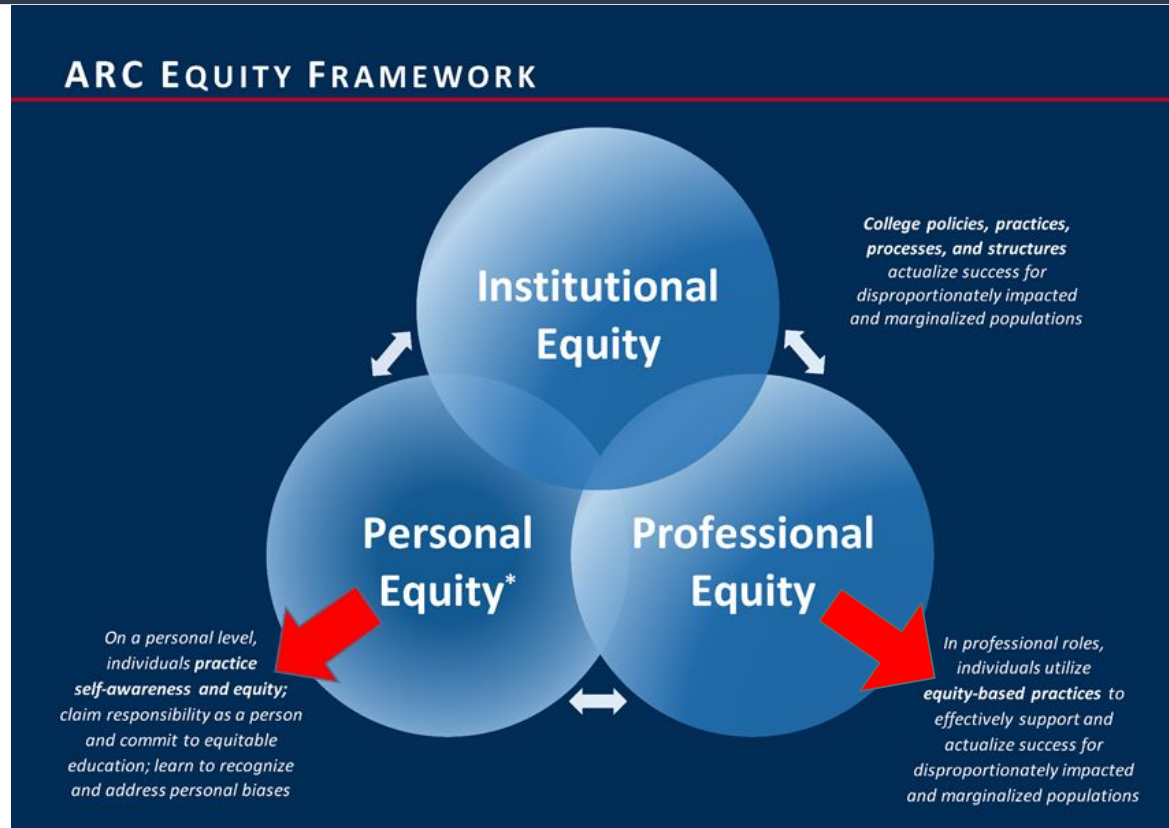
ARC, serving the greater Sacramento region, offers education and support for students to strengthen basic skills, earn associate degrees and certificates, transfer to other colleges and universities, and achieve career as well as other academic and personal goals.

## ARC Commitment to Social Justice and Equity

ARC strives to uphold the dignity and humanity of every student and employee. We are committed to equity and social justice through equity minded education, transformative leadership, and community engagement.

We believe this commitment is essential to achieving our mission and enhancing our community.

# CONSIDER THE “WHAT”: EQUITY PLAN



\*PERSONAL EQUITY IS AN ESSENTIAL ELEMENT OF PROFESSIONAL EQUITY AND INSTITUTIONAL EQUITY. PERSONAL, PROFESSIONAL, AND INSTITUTIONAL EQUITY ARE SIMULTANEOUS PROCESSES AND DESTINATIONS. ALL THREE CAN BE EXPERIENCED CONCURRENTLY.

# CONSIDER THE “WHAT”: CAMPUS CLIMATE

- Crafting and implementing inclusive guidelines for and professional development on religious practices and holidays (e.g., prayers and classrooms; holidays and Christmas)
- Developing personal leave (including students) for cultural and religious reasons in consultation with labor organizations if appropriate

# CONSIDER THE “WHAT”: PRACTICES

## Approved Holidays

- Independence Day: July 4, 2019
- Labor Day: September 2, 2019
- Veterans' Day: November 11, 2019
- Thanksgiving: November 28, 2019
- Christmas: December 25, 2019
- New Year's Day: January 1, 2020
- King's Birthday: January 20, 2020
- Lincoln's Birthday: February 14, 2020
- Washington's Birthday: February 17, 2020
- Memorial Day: May 25, 2020

## Approved Non-Service Days

- November 29, 2019
- December 24, 26, 27, 30, and 31 (2019)
- April 10, 2020

CHATTANOOGA COMMUNITY COLLEGE  
ANNUAL  
FESTIVAL

2018

NO PETS ALLOWED

*Rain or shine event*  
Please allow at least  
2 hours to best enjoy  
the festival. All  
attractions will close  
promptly at 3 p.m.





# CONSIDER THE “WHY”: ACTIVITY

**Why do we do these events?**

**Why should we consider these guidelines?**

**Why does this matter?**

CONSIDER THE “WHY”: ACTIVITY

**REPORT OUT**

# CONSIDER THE “WHY”: THREE C’S

**CELEBRATION**

**COMMUNITY**

**COMMEMORATION**

# CONSIDER THE “HOW”: UC IRVINE

## RELIGIOUS ACCOMMODATION

In accordance with California State Education Code section 92640, it is the policy of the Irvine campus that an instructor will make a reasonable attempt to accommodate student needs in the case of serious incompatibility between a student's religious creed and a scheduled test or examination.

1. Accommodation for alternative examination dates will be worked out directly and on an individual basis between the student and the instructor involved.
2. Students should make such requests of the instructor during the first two weeks of an academic term, or as soon as possible after a particular examination date is announced by the instructor.
3. Students or faculty with questions may contact the associate dean of the appropriate school.

## RELIGIOUS OBSERVANCE

Students may observe religious holidays that are not also official university holidays. Observance of these holidays may impact the student's schedule regarding scheduled tests or examinations.

It is also important to note that the date(s) religious holidays fall on may vary by year. Particularly with Muslim Holy Days, observance begins at sundown on the preceding day. Although Muslim Holy Days are always on the same day of the Islamic calendar, the date on the Gregorian calendar varies from year to year, since the Gregorian calendar is a solar calendar and the Islamic calendar is a lunar calendar. This difference means Muslim Holy Days move in the Gregorian calendar approximately 11 days every year. The date of a Muslim Holy Day may also vary from country to country depending on whether the moon has been sighted or not.

The Judaic calendar is also based on lunar cycles. The observance of Sabbath and Holy Days begins at sundown on the preceding day.

# CONSIDER THE “HOW”: U OF PITTSBURGH

Traditionally, the University attempts to recognize religious observances of members of the University community in instances where those observances may conflict with University activities. On such dates, students should not be penalized for absences and faculty meetings should not be scheduled.

Examples of such occasions are Rosh Hashanah, Yom Kippur, Muharram, Diwali, and Good Friday, but other days of religious observance may also conflict with scheduled academic activities. Faculty should encourage students to raise the potential for such conflicts as early in the term as possible. When such conflict occurs, students and faculty should discuss possible accommodations to reach mutually agreeable arrangements to reschedule the academic activity or provide a substitute activity or evaluation. Make-up work should be no more difficult than the original exam or assignment. If there is no consensus on the accommodation, it is the Dean's or campus President's responsibility to resolve disagreements between students and faculty.

# CONSIDER THE “HOW”: U OF PITTSBURGH



University of Pittsburgh

Office of the Provost and Senior Vice Chancellor

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Pittsburgh, PA 15260  
412-624-4223  
Fax: 412-383-9640  
provost@pitt.edu

Ann E. Cudd  
Provost  
Senior Vice Chancellor

**TO:** All Faculty  
**FROM:** Ann E. Cudd *Ann E. Cudd*  
**DATE:** August 29, 2019  
**SUBJECT:** Religious Observances

The University of Pittsburgh has a tradition of recognizing religious observances of members of the University community in instances where those observances may conflict with University activities. On such dates, students should not be penalized for absences, and faculty meetings should not be scheduled.

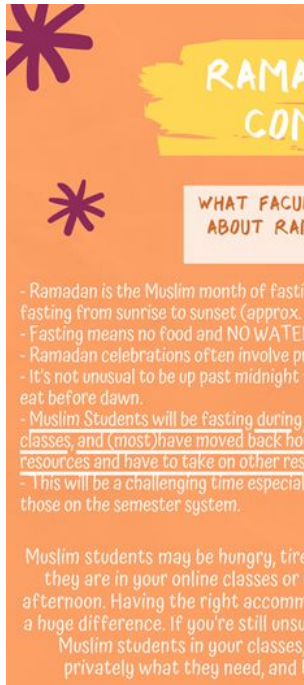
Examples of such occasions are Yom Kippur, Muharram, Diwali, and Good Friday, but other days of religious observance may also conflict with scheduled academic activities. When such conflict occurs, students and faculty should make a reasonable effort to reach mutually agreeable arrangements to reschedule the academic activity or provide a substitute activity or evaluation. Faculty should encourage students to raise the potential for such conflicts as early in the term as possible.

Please refer to the Faculty Handbook ([https://www.provost.pitt.edu/faculty-handbook/ch2\\_emp\\_uni\\_holi](https://www.provost.pitt.edu/faculty-handbook/ch2_emp_uni_holi)) for more information about religious observance guidelines. A religious holiday calendar is accessible on the Office of Diversity and Inclusion website at: <https://www.diversity.pitt.edu/events/holiday-calendar>.

AEC/dps

cc: All deans and regional campus presidents

# CONSIDER THE “HOW”: FLYERS



RAMADAN

WHAT FACU ABOUT RAMADAN

- Ramadan is the Muslim month of fasting from sunrise to sunset (approx.)
- Fasting means no food and NO WATER
- Ramadan celebrations often involve prayer
- It's not unusual to be up past midnight
- Muslim Students will be fasting during classes, and (most) have moved back to their resources and have to take on other responsibilities
- This will be a challenging time especially those on the semester system.

Muslim students may be hungry, tired, or they are in your online classes or afternoons. Having the right accommodations makes a huge difference. If you're still unsure, please reach out to Muslim students in your classes privately what they need, and I



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IT'S ABOUT MORE

nau.edu



*Halloween* CHECKLIST

IS YOUR COSTUME OFFER?

Check yourself and your friends

ASK: DOES THIS COSTUME

- ...mock cultural or religious symbols such as dreadlocks, headaddresses, afros, bindis, etc.?
- ...attempt to represent an entire culture or ethnicity?

UNSURE IF YOUR COSTUME MIGHT BE OFFENSIVE?

*Don't be scared to ask questions*

Dean of Students - [dean@geneseo.edu](mailto:dean@geneseo.edu) (315) 245-5700  
Multicultural Programs and Services - [multicult@geneseo.edu](mailto:multicult@geneseo.edu) (315) 245-5800  
Fraternity Life - [fraternity@geneseo.edu](mailto:fraternity@geneseo.edu) (315) 245-5800  
Leadership and Service - [leadership@geneseo.edu](mailto:leadership@geneseo.edu) (315) 245-5800  
Student Conduct and Community Standards - [conduct@geneseo.edu](mailto:conduct@geneseo.edu) (315) 245-5800

WE ENCOURAGE YOU TO STAY SAFE FOR EACH OTHER AND OUR COMMUNITY

The poster inspired by and adapted from "Halloween Checklist" campaign from Rochester College's Community Library Department, and at Ohio State and Middlebury University

Division of Student and Campus Life center for community GENESEO

## Inclusion checklist

- Religious practices
- Sound level (new revelation from survey)
- Activation energy of activities
- Food allergies and preferences
- Non-alcoholic preference
- Introverts and extroverts
- Newbies and guests
- Vendor diversity (e.g., support locals)
- Environmentally aware

RAMADAN 2020 WILL BE FROM APPROXIMATELY APRIL 23 TO MAY 23. RAMADAN IS SCHEDULED ON THE LUNAR CALENDAR SO IT MOVES EACH YEAR IN RELATION TO THE SOLAR CALENDAR.

# CONSIDER THE “HOW”: TRAININGS

## Tools and Tips for Allyship During Ramadan

Nick Daily  
Interim Dean of Equity & Inclusion  
American River College

