

POLICY: Religious and Ethnic Accommodations Policy		POLICY NUMBER: AM-017-A1
		PREVIOUS/REPLACES: Reviewed January 12, 2024
APPROVED BY: Executive Committee	EFFECTIVE DATE AS OF: January 1, 2024	PRIOR VERSIONS: AM-017-A1

1. Policy Statement

Herzing College is committed to fostering an inclusive and respectful environment that acknowledges and accommodates the religious and ethnic diversity of its student body. This policy outlines the College's approach to providing reasonable accommodations for students' religious observances and ethnic practices, ensuring equal opportunities for participation in academic and campus life.

This policy aims to create a harmonious and inclusive educational environment at Herzing College, ensuring that all students feel respected and able to participate fully in their academic journey regardless of their religious or ethnic background.

2. Scope

This policy applies to all students, faculty, and staff at Herzing College, encompassing all academic and extracurricular activities. It covers accommodations related to religious observances, cultural practices, dietary restrictions, and attire, among others.

3. Policy Content

1. **Religious Observances:** Accommodations may include, but are not limited to, rescheduling exams, assignments, or other academic requirements when these conflict with religious holidays or observances.
 - a. Specific requests for academic accommodations are made to the academic dean by the student at least one week prior to the date of the accommodation and are handled on a case-by-case basis.
2. **Ethnic Practices:** Respect for ethnic customs and practices, including traditional attire, language use, and cultural rituals, will be upheld within the College's environment.
3. **Cultural Activities and Events:** Support for cultural events that promote understanding and appreciation of diverse ethnic backgrounds will be encouraged and facilitated by the College.

4. Administration

The Campus President or designee will oversee the administration and enforcement of this policy.

5. Review

This policy will be reviewed as required by the Executive Committee in 2028.

6. Reference

- Herzing College Student Manual
- Relevant legal frameworks and human rights guidelines pertaining to religious and ethnic accommodations in educational institutions.

7. Definitions

- **Religious Accommodation:** Adjustments made to academic or campus activities to enable students to observe their religious practices without facing disadvantages.
- **Ethnic Accommodation:** Measures taken to respect and facilitate the cultural practices and customs of students from diverse ethnic backgrounds.