Per the recommendation of the Council for Diversity, Equity and Inclusion (Co-DEI), please find below draft guidelines that advise students, faculty, and staff about religious accommodations. As a practical matter, attention should be given to how this information is going to be communicated to students.

Due to the University’s stature as a public university and the prohibition against endorsing religion these guidelines are prefaced with that recognition while acknowledging the religious tenets of students in an ever increasing diverse population.

**Draft Language (Co-DEI and Office of Inclusion website)**

Although Oakland University, as a public institution, does not observe religious holidays, it will continue to make every reasonable effort to help students avoid negative academic consequences when their religious obligations conflict with academic requirements. The University is enriched by individuals of many faiths and religious observances. In affirming this diversity, it is the University’s practice to provide appropriate religious accommodations.

Below are general guidelines concerning religious accommodations:

1. Students will provide reasonable advance notice to faculty of the anticipated absence. Ideally the student should provide such notice early in the semester.
2. Faculty, staff, student organizations and other programming groups are strongly urged to be mindful of major religious holidays in their scheduling.
3. Absence from class or exams and missed assignments does not relieve students from the responsibility of completing any part of the course work required during the period of absence.
4. Students will be given the opportunity to make up work without penalty, unless it can be demonstrated that a make-up opportunity would interfere unreasonably with the delivery of the course.
5. Examples of reasonable accommodations for student absences might include: rescheduling of an exam or time of clinical, altering the time of a presentation, flexibility regarding the due date of an assignment, etc…
6. Should disagreements arise under any aspect of these guidelines, the parties should first contact the Department Chair or the Dean of the School or College. If disagreements are not resolved by the Department Chair or Dean final determinations will be made by the Provost’s Office.
7. Faculty should keep in mind that religion is a deeply personal and private matter and should make every reasonable attempt to respect the privacy of the student when making accommodations (for example, it is not appropriate to announce to the class that a student is making up an exam because of their religious observance).