Reasonable Accommodation of Religious Observances

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Consistent with Illinois Public Act 84-212 (http://www.ilga.gov/legislation/ilcs/documents/010500050K26-2b.htm), an act to prohibit public school districts and institutions of higher education from discriminating against students for observing religious holidays, Northeastern Illinois University subscribes to the following policy and procedures:

1. Northeastern Illinois University supports the concept of “Reasonable Accommodations of Religious Observances” in regard to admissions, class attendance, and the scheduling of examinations and other academic work requirements.
2. A student who is unable because of the observance of a religious holiday to attend classes on a particular day or days, or at a particular time of day, shall be excused from any examination or any study or other academic work assignments on such days or times.
3. Faculty and administrative personnel may require up to 10 calendar days advance notice of absences to observe religious holidays.
4. It is the responsibility of the faculty and administrative personnel to make available to such students an equivalent opportunity to make up the examinations, study or other academic work requirements which they missed due to such absences.
5. It is the responsibility of all students who also are employees of the University to make arrangements to fulfill their obligations to the University in advance of their absences, and/or to utilize accrued leave (if applicable) during the absences.
6. No fees or penalties may be imposed against the students who exercise such afforded opportunities.

To access the full policy, click on this link: Reasonable Accommodations of Religious Observances for Students and Employees including complaint form (Appendix A) (https://www.neiu.edu/sites/default/files/documents/2022/04/25/Pol_G1.12_Reas_Accom_Religious_REVISION_FINAL_03152022.pdf)

Students who believe that they have been discriminated against or harassed on the basis of religious observances can seek resolution through the University’s Discrimination Grievance Procedure. Information and consultation on these procedures are available through the Equal Opportunity Office, main campus, room C-216, or at eeo@neiu.edu or (773) 442-5412