



Academic Affairs
Office of the Provost
777 Glades Road, AD10-309
Boca Raton, FL 33431
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www.fau.edu

TO: Deans, Associate Deans, Directors, and Department Chairs

FROM: John Pritchett
University Provost and Chief Academic Officer

DATE: August 21, 2009

SUBJECT: Religious Accommodations

Florida Law requires that the University provide reasonable accommodations with regard to class attendance, examinations, and work assignments to students who request such consideration in order to observe their religious practices and beliefs. The details of this policy, as it pertains to FAU, appear on page 54 in the 2009-2010 University Catalog, which can be accessed from the FAU website at:

<http://www.fau.edu/registrar/universitycatalog/univcatalog.php>

Please be sure that your faculty are aware of this obligation and are reminded to honor all such requests in the spirit of understanding and respect which they deserve.

Thank you for your cooperation in this matter.

cc: Frank T. Brogan, President
Patty Singer, University Ombudsman
Joyanne Stephens, Vice President and Associate Provost of Regional Campuses

Religious Accommodation

In accordance with rules of the Florida Board of Education and Florida law, students have the right to reasonable accommodations from the University in order to observe religious practices and beliefs with regard to admissions, registration, class attendance, and the scheduling of examinations and work assignments.

Students who wish to be excused from course work, class activities, or examinations must notify the instructor in advance of their intention to participate in religious observation and request an excused absence. The instructor will provide a reasonable opportunity to make up such excused absences.

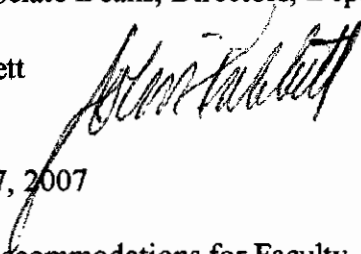
Any student who feels aggrieved regarding religious accommodations may present a grievance to the director of Equal Opportunity Programs. Any such grievances will follow Florida Atlantic University's established grievance procedure regarding alleged discrimination.



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MEMORANDUM

TO: Deans, Associate Deans, Directors, Department Chairs

FROM: John Pritchett
Provost 

DATE: November 7, 2007

SUBJECT: Religious Accommodations for Faculty

Florida Atlantic University has a continuing commitment to supporting the equality of employment opportunity and affirms the values of diversity and inclusiveness (University Regulation 5.010, Anti-Discrimination and Anti-Harassment). This commitment includes embracing religious diversity.

My memorandum of August 17, 2007 addresses religious accommodations for students and alerts us to our obligation to provide reasonable accommodations for students who request consideration in order to observe their religious practices and beliefs. We must also provide a reasonable accommodation of a faculty member's sincerely-held religious belief, unless the university believes such an accommodation would create an undue hardship.

Faculty should advise their supervisors at least 30 days in advance of their need for religious accommodation and identify what alternative arrangements they have made for coverage of their assignment (i.e., arrangements they have made for their classes). Factors to be considered in providing reasonable accommodations are the nature and impact of the accommodation requested, the duration of the request, and the alternative arrangements suggested.

Any employee who believes that they have not been accommodated appropriately should contact the Office of Equal Opportunity Programs.

Cc: Frank Brogan, President
Paula Behul, Director
Equal Opportunity Programs