

C260: Religious Accommodations (NEW)

Approved By: [Faculty Senate](#)

Effective Date: **Draft 1/14/16**

Responsible Faculty Committee: [Policy Committee](#)

Office Responsible for Administration: [Office of the Provost or Chancellor for Health Sciences](#)

Revisions to the Policy Rationale, Policy Statement, and Applicability sections of this document must be approved by the full Faculty Senate

POLICY RATIONALE

The University of New Mexico (UNM) community is sensitive to the religious practices of the various faiths represented in its student body and employees. This Policy Document provides guidance to faculty, supervisors, and students pertaining to requests for religious accommodations.

POLICY STATEMENT

Every reasonable effort should be made to help students avoid negative academic consequences when their religious obligations conflict with academic requirements. UNM respects the right of all students and faculty to observe religious holidays and will make reasonable accommodation, upon request, for such observances. If a request for accommodation is denied, the student or faculty member may appeal to the Provost or the Chancellor for Health Sciences.

APPLICABILITY

All UNM students, academic faculty and administrators.

DEFINITIONS

No specific definitions are required for the Policy Statement.

Revisions to the remaining sections of this document may be amended with the approval of the Faculty Senate Policy and Operations Committee in consultation with the responsible Faculty Senate Committee listed in Policy Heading.

WHO SHOULD READ THIS POLICY

- [Students](#)
- [Faculty](#)
- [Department Chairs, academic deans and other academic administrators and executives](#)

RELATED DOCUMENTS

UNM Regents' Policy Manual [Policy 2.4](#) "Diversity and Campus Climate"

CONTACTS

[Direct any questions about this policy to the Office of the Provost or the Chancellor for Health Sciences.](#)

PROCEDURES

[Students must submit written requests for accommodation to their course instructor. If possible, the student should submit the request by the end of the second week of the semester. The request should include the date, times, and specific event for which accommodation is being requested. Faculty are expected to give students the opportunity to do appropriate make-up work that is intrinsically no more difficult than the original exam or assignment. A refusal to accommodate is justified only when it would interfere unreasonably with the delivery of the course.](#)

[Faculty should work with their department chair to coordinate their schedules with their religious observances.](#)

DRAFT HISTORY

[February 15, 2016—Revised draft with Committee changes and new policy number, next step Operations and campus review and comment.](#)

January 14, 2016—Revised draft with Committee changes, next step consent agenda.

December 31, 2015—Revised draft in new format with addition for religious accommodations.

HISTORY

[New policy](#)

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