

RELIGIOUS HOLY DAY AND SPIRITUAL OBSERVANCE POLICY

Approving Authority: Academic Coordinating Committee

Policy Lead: Vice President, Academic Administration

Administrative Contact: Academic Administration

Effective Date: 03/15/2014

Revision Date: 01/31/2024

POLICY STATEMENT:

Conestoga College provides an inclusive working and learning environment. The College recognizes that religious holy days or recognized days of spiritual observances may, at times, conflict with academic requirements. This policy is intended to ensure that students who want to observe recognized religious holy days or days of spiritual observances are fully aware of their rights and responsibilities in the accommodation of students' religious or spiritual observances.

SCOPE:

This policy applies to students in all programs and courses.

DEFINITIONS:

Holy Day

A day specified for religious observance.

Day of Spiritual Observance

A day specified for spiritual observance.

Recognized Religious Holy Day or Spiritual Observance

Conestoga recognizes all religious holy days or days of spiritual observance as defined by the College Employer Council - see <http://www.thecouncil.on.ca/articles/150>

POLICY:

Students are permitted by Conestoga to be absent from class to observe a recognized religious holy day or day of spiritual observance. This reflects Conestoga's commitment to being responsive to our increasing diversity and to enabling students' spiritual development.

Any student who is unable to attend classes or participate in any examination, study, or work requirement on a particular day or days because of their religious or spiritual beliefs must be

given the opportunity to make up the work that was missed or to do alternative work that is intrinsically no more difficult than the original exam or assignment. Upon written request and timely notice, students shall be provided reasonable accommodation.

RELEVANT LEGISLATION AND RELATED DOCUMENTS:

Religious Holy Day and Spiritual Observance Procedure

REVISION LOG:

February 4, 2014	Policy and Procedure Committee
March 5, 2014	Academic Coordinating Committee
January 29, 2020	Academic Forum
February 7, 2020	Academic Coordinating Committee
January 24, 2024	Academic Forum
January 31, 2024	Academic Coordinating Committee