

III-5.10-POLICY CONCERNING THE SCHEDULING OF ACADEMIC ASSIGNMENTS ON DATES OF RELIGIOUS OBSERVANCE; CAMPUS SPACE FOR FAITH-BASED OR RELIGIOUS PRACTICES

(Approved by the Board of Regents, January 11, 1990; Amended December 15, 2023)

It is the policy of the Board of Regents that the academic programs and services of each institution shall be available to all qualified students who have been admitted to its programs, regardless of their sincerely held faith-based or religious beliefs. Students shall be given reasonable accommodation, including excused absences, to observe faith-based or religious holidays or participate in organized religious activities. If a student's request for a specific accommodation is denied, the institution should consider alternate accommodations that the student may request consistent with institutional policy and procedures.

An accommodation requested under this policy shall be considered reasonable if it is required for the student to practice a sincerely held faith-based or religious belief and it does not impose an undue hardship upon the Institution or fundamentally alter the essential nature of the course or program (a "Reasonable Accommodation"). A student shall be provided reasonable alternative accommodations for missing an examination or other academic requirements due to an excused absence for sincerely held faith-based or religious belief or practice. Absences excused by any Reasonable Accommodation granted pursuant to this policy and institution policy and procedures should be counted toward the maximum number of excused absences permitted by applicable Institution or course policy but cannot impact participation grades or other measures of course assessment. There may be circumstances under which it may be a Reasonable Accommodation to increase the number of maximum allowed absences to accommodate sincerely held faith-based or religious beliefs or practices. Unless prohibited by program-specific attendance requirements, an institution should consider whether increasing the maximum allowed absences would be a reasonable accommodation for sincerely held faith-based or religious beliefs or practices.

Excluding the University of Maryland Global Campus, each institution shall also provide an on-campus space to accommodate faith-based or religious practices. Each institution shall develop written policies and procedures for the implementation of this policy and a grievance procedure to report noncompliance with this policy and the institution's implementing policies and procedures. The institution's policy and procedures shall be published prominently on its website, and other reasonable steps shall be taken to disseminate adequately this information to all members of the institution's community.