

MSU Policy on Religious Holidays

MSU Anti-Discrimination Policy prohibits discrimination and harassment on basis of age, color, gender, gender identity, disability status, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status, or weight. MSU is also guided by federal & state civil rights laws that prohibit discrimination for reasons including Race, Color, Religion, Sex and National Origin

Discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship

Policy & Procedure for Observance of Religious Holidays

MSU's policy is to permit students and faculty/academic staff and support staff, where practicable, to observe holidays set aside by their chosen religious faith

Support staff policy - <http://www.hr.msu.edu/documents/supportstaffpolproc/religious.htm>

- Procedure: employee notifies supervisor of desire to use vacation or personal leave time for observance of religious holiday(s)

Faculty handbook - <http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/religiousobservance.htm>

- Faculty/academic staff should be sensitive to the observance of these holidays so that students who absent themselves from classes on these days are not seriously disadvantaged
- Procedure: Students must make arrangements in advance with their instructors. Faculty who wish to be absent need to make arrangements in advance with their chairpersons/directors