

# Guidelines on Non-Discrimination on the Basis of Religion

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Fort Lewis College must provide reasonable accommodation to its students and employees to allow them to observe their established religious holidays. In the case of a student, accommodation might be the rescheduling of an exam, class presentation, etc.

In the case of an employee, accommodation depends on the nature and the reasonableness of the requested accommodation.

It is the responsibility of the person requesting the accommodation to give sufficient advance notice to allow for appropriate accommodation. Reasonable accommodations will be made unless the supervisor and/or Human Resources Director can demonstrate that such accommodations would cause undue economic hardship on the part of the College.

Inquiries regarding religious accommodation should be addressed to Equal Opportunity Coordinator, 230 Miller Student Services Building, 382-6977.

**Approved by Cabinet: December 14, 2005**