

MICHIGAN STATE
UNIVERSITY

August 21, 2012

MEMORANDUM

TO: Michigan State University Faculty and Staff

FROM: Provost Kim A. Wilcox 

RE: Michigan State University Religious Observance Policy

The next few weeks bring us into a season when many in our community will be observing religious holidays. As you plan major assignments, it may be helpful to refer specifically to a religious holidays calendar like the one at <http://www.pbs.org/wnet/religionandethics/multifaith-calendar/>.

It bears remembering that it has always been the policy of the University to permit students and faculty/academic staff to observe those holidays set aside by their chosen religious faith.



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Faculty and staff should be sensitive to the observance of these holidays so that students who absent themselves from class on these days are not disadvantaged. It is the responsibility of those students who wish to be absent to make arrangements in advance with their instructors. Without another simple and dignified way to determine the validity of individual claims, the claim of a religious conflict should be accepted at face value. Please consider the ways in which these planned absences can be fairly and respectfully accommodated.

As an institution, we are committed to the value of inclusion, and so our practices must conform to our commitments. I am confident that working together we can continue to build an environment that supports and fosters diversity and inclusiveness.

Additional information on MSU's Religious Observance policy can be found on the website of the Office of Inclusion and Intercultural Initiatives, <http://www.inclusion.msu.edu/> and the Registrar's website at <http://www.reg.msu.edu/ROInfo/Notices/ReligiousPolicy.asp>.