

### **Religious Expression Days and Religious Accommodations**

The School will reasonably accommodate the sincerely held religious beliefs and practices of individual students with regard to all examinations or other academic requirements and absences for reasons of faith or religious or spiritual belief system.

#### **Absences**

Any student may be absent for up to three religious-expression days each school year to take holidays for reasons of faith or religious or spiritual belief system or to participate in organized activities conducted under the auspices of a religious denomination, church, or other religious or spiritual organization. No academic penalty will be imposed as a result of a student being absent as permitted in this policy. Students may participate in interscholastic athletics or other extracurricular activities on days in which the student is otherwise absent for a religious-expression day.

#### **Academic Accommodations**

In order to be provided with alternative accommodations with regard to examinations and other academic requirements missed due to a religious expression day, the parent or guardian of a student must provide the Head Administrator with written notice of up to three specific dates for which alternative accommodations are requested not later than fourteen school days after the first day of school, or fourteen school days after the date of enrollment for a student who transfers to or enrolls in the district after the first day of school.

The Head Administrator shall approve not more than three written requests per school year from a student's parent or guardian for an excused religious-expression day absence. The Head Administrator shall approve such requests without inquiry into the sincerity of a student's religious or spiritual belief system; however, the Head Administrator may verify a request for a religious expression day by contacting the parent or guardian whose signature appears on the request. If a parent or guardian disputes having signed such a request, the Head Administrator may deny the request.

Upon approval of a religious expression day absence under this policy, the Head Administrator shall require the appropriate classroom teacher or teachers to schedule a time and date for an alternative examination or other academic requirement if the approved student absence creates a conflict, which may be before or after the time and date the examination or other academic requirement was originally scheduled.

#### **Religious Holidays**

Nativity of St. John the Baptist  
Feast of Saints Peter and Paul  
Feast of St. Ignatius Loyola  
Feast of the Assumption of Mary  
All Saints Day  
All Souls Day  
Dia de los Muertos  
Feast of Christ the King  
Advent Season  
Feast of St. Francis Xavier  
Feast of the Immaculate Conception  
Feast of Our Lady of Guadalupe  
Christmas

#### Islam

Sabe-Miraj or Lailatul Me'raj  
Sabe Ba rat  
Ramadan  
Lailatul Qadr  
Eid al-Fitr  
Day of Arafah / Haj/Waqf of Arafah  
Eid-ul Adha  
Islamic New Year  
Ashura  
Mawlid-al-Nabi

#### Hinduism

Maha Shivaratri  
Shri Ramakrishna Jayanti  
Holi  
Rama Navami  
Mahavir-Jayanti  
Raksha Bandhan  
Krishna Janmashtami  
Navaratri  
Diwali

#### Buddhism

Bodhi Day  
Lunar New Year

parent, or guardian disagrees. The Head Administrator will review the grievance and make a final decision regarding the request within 10 days of receiving the grievance.

For further information about the policy, or to make notifications or requests under the policy, contact Head Administrator Jennifer Merritt, at [j.merritt@mahoninghs.k12.oh.us](mailto:j.merritt@mahoninghs.k12.oh.us).

*Ohio:* R.C. 3320.04

*Cross Reference:* Policy No. **4201**, Attendance, Absence & Truancy.

**Prohibition Against Requiring Specific Beliefs, Affiliations,  
Ideals, Political Principles, or Ideology**

In accordance with Ohio law, the Governing Authority shall not solicit or require an employee or applicant for employment or academic admission to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

Statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology shall not be a part of the evaluation criteria for employees or applicants for employment, or employees that are seeking career progression or benefits.

Students are not required, and shall not be solicited to, affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology. Statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology shall not be a part of the academic evaluation of students.

Nothing in the policy shall be construed to prohibit, limit, or restrict any of the following:

- 1) The School's authority to require a student or employee to comply with federal or state law, including anti-discrimination laws, or to take action against a student or employee for violation of federal or state law;
- 2) An educator's academic freedom;
- 3) An educator's ability to research or write publications about specific beliefs, affiliations, ideals, or principles concerning political movements, ideology, or social action;
- 4) The School's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field;
- 5) The School's authority to offer an established character education program.

All policies, district guidance, and training materials used for students, educators, and staff on all matters regarding specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology are available to the public.

Nothing in this policy shall be construed to require school districts to make protected legal communications or guidance publicly available

**Ohio:** R.C. 3319.614