

(This policy must be edited before adoption and provided to parents on an annual basis.)

Policy No. 4204

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

The following is a **non-exhaustive** list of major religious holidays, festivals, and religious observations for which an excused absence under this policy shall not be unreasonably withheld or denied for the 2024-2025 and 2025-2026 school years:

[You may use this list or use dates to be provided from the State Superintendent. **NOTE: To date, the State Superintendent has not provided a non-exhaustive list of religious holidays. In lieu of that list, the list below is provided. Update the list of holidays every two years. NOTE: This policy and the list of holidays must be posted prominently on the School's website.]**

Judaism

Tu BiShvat

Purim

Yorn HaShoah

Lag B'Omer

Pesach (Passover)

Yorn HaSho'ah

Yorn Ha'Azmaut

Shavuot

Tisha B'Av

Rosh Hashanah

Yorn Kippur

Sukkot

Shemini

Sim chat Torah

Hanukkah

Christianity

Feast of Mary Mother of God

Christmas - Eastern Orthodox

Epiphany

Ash Wednesday

Lent

Orthodox Lent

Feast of the Annunciation

Palm Sunday

Holy Thursday

Good Friday

Easter

Pascha/ Easter (Eastern Orthodox)
Feast of the Ascension
Pentecost
Trinity Sunday
Corpus Christi Sunday
Solemnity of the Sacred Heart of Jesus
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 Arafa / Haj/Waqf of Arafa
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

Magha Puja Day

Vesak

Buddha Day/Visakha Puja

Diwali

Sikh

Birthday of Guru Go bind Singh Sahib

Mahavir-Jayanti

Vaisakhi

Martyrdom of Guru Arjan Dev Sahib

Diwali

Martyrdom of Guru Tegh Bahadur Sahib

Birthday of Guru Nanak Dev Sahib

Bahá'í

'Ala' (Loftiness)

Naw-Ruz

Ridvan

Declaration of the Bab

Ascension of Baha'u'llah

Martyrdom of the Bab

Birth of the Bab

Birth of Bahau'llah

Ascension of 'Abdu'l-Baha

Shinto

Gantan-sai

Setsubum-sai

Other

Kwanzaa

Lunar New Year

Grievances

A student, parent, or guardian who disagrees with the implementation of this policy may notify the Head Administrator of any grievance by electronic mail within ___ days of receiving a decision concerning a religious expression day request or academic accommodation with which the student, parent, or guardian disagrees. The Head Administrator will review the grievance and make a final decision regarding the request within ___ days of receiving the grievance.

For further information about the policy, or to make notifications or requests under the policy, contact Head Administrator _____, at _____ [email address].

Ohio: R.C. 3320.04

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

