

## Conscientious Religious Observance Policy

~~Skatienas, Pulkajis, and Kraselchikova do not exact or demand any time or effort to fulfill their religious observances and~~

*spiritual tradition, we seek to practice an equitable and consistent approach in providing religious accommodations. If religious observance requires absence from class or you anticipate a conflict with assignments or due dates, please notify your instructor to the absence or conflict so that accommodations can be arranged. Although not required, please provide notification about a pending religious holiday at the start of the semester or at least one week before the holiday. As an option, you may use the form available at [www.skidmore.edu/religious-life/calendar.php](http://www.skidmore.edu/religious-life/calendar.php) [or [here](#)].*

*Accommodations for your absence should not reduce the overall expectations of a course nor unduly burden you for requesting accommodation. Students shall not suffer academic, athletic, or employment penalties because of the conscientious observance of any religious day or days. Faculty must permit students to take a makeup examination without any penalty if they have to miss an examination due to religious observances. Similarly, faculty must permit students to submit missed assignments by an agreed upon due date, without penalty.*

*If a student, supervisor, coach, or faculty member feels the policy is being violated, they should contact the Dean of Faculty Office at 518-580-5705 (Palamountain 416), the Dean of Students Office at 518-580-5760 (Case Center 313), or Human Resources at 518-580-5800 (Barrett Center first floor). The full policy can be found at [www.skidmore.edu/religious-life/calendar.php](http://www.skidmore.edu/religious-life/calendar.php).*

### **Diversity and Inclusion**

*Skidmore College is committed to fostering a diverse and inclusive community in which members develop their abilities to live in a complex and interconnected world. Consistent with our educational mission, we recognize ourselves as a community that respects individual identities based on varying sociocultural characteristics such as race, ethnicity, gender identity and expression, sexual orientation, national origin, first language, religious and spiritual tradition, age, ability, socioeconomic status and learning style. We strive to create a socially just world that honors the dignity and worth of each individual, and we seek to build a community centered on mutual respect and openness to ideas—one in which individuals value cultural and intellectual diversity and share the responsibility for creating a welcoming, safe and inclusive environment. We recognize that our community is most inclusive when all members participate to their full capacity in the spirited and sometimes challenging conversations that are at the center of the college's educational mission.*

### **Sexual and Gender-Based Misconduct: Title IX Statement**

*Skidmore College considers sexual and gender-based misconduct to be one of the most serious violations of the values and standards of the College. Unwelcome sexual contact of any form is a violation of students' personal integrity and their right to a safe environment and therefore violates Skidmore's values. Sexual and gender-based misconduct is also prohibited by federal and state regulations. Skidmore College faculty are committed to supporting our students and upholding gender equity laws as outlined by Title IX. If a student chooses to confide in a member of Skidmore's faculty or staff regarding an issue of sexual or gender-based misconduct, that faculty or staff member is obligated to tell Skidmore's Title IX Coordinator or Title IX Deputy Coordinator. The Title IX Coordinator or Deputy Coordinator will assist the student in connecting with all possible resources for support and options for reporting both on and off campus. Identities and details will be shared only with those who need to know to support the student and to address the situation through the college's processes. If the student wishes to confide in a confidential resource, the Counseling Center Staff, Health Services, and Victim Advocates (anonymous) are all options available.*

*More information can be found at the Sexual and Gender-Based Misconduct [website](#) or by*

