

GUIDELINES FOR THE RESPECT OF RELIGIOUS DIVERSITY AT KSC

Keene State College seeks to support and foster an atmosphere in which all its constituents may know that they are safe, welcome, and respected. To this end, the College is committed to providing diversity in our curriculum and in our community. The programs of KSC are thereby governed by principles of equal opportunity, access to resources, just treatment of all, and respect for one another. We also support opportunities for all members of the community to engage in practices that lead to physical, mental, emotional and spiritual wellness.

In order to demonstrate our commitment to providing an environment that respects and acknowledges the whole individual (beyond the academic and social wellbeing), students, faculty and staff are permitted by Keene State College policy to be absent from class and work to observe religious holidays.

Students are **required to notify professors of their absence in observance of a religious holiday at the beginning of the semester.** Since religious holidays are scheduled in advance, students will be responsible for any work missed or assignments due on the holiday. If the holiday falls on a date an assignment is due or examination is scheduled, students will be required to complete the course expectation prior to the holiday or according to agreed upon process by the professor. Students may reschedule, without penalty, examinations that conflict with the observance of their religious tradition.

Faculty and Staff are required to contact their supervisors and make reasonable arrangements to cover their responsibilities to students and other tasks at the college. As with students, faculty and staff will be **required to make this notification at the beginning of the semester or at a time designated by the supervisor.** Employees could trade the holiday of for a campus “floating” holiday or take personal vacation time.

Religious Holidays

Even though classes will not be cancelled, individuals responsible for planning major Keene State College events will make every attempt not to hold events on dates associated with significant religious holidays. Where conflicts are unavoidable, it is college policy to excuse the absence of students and employees that result from their attendance at religious observances or to these religious obligations.

To aid in planning efforts, the Chief Officer for Diversity and Multiculturalism will provide a list of major religious holidays for a variety of world religions that occur **when classes are being held during the academic year. This list will be sent to members of the campus community** in late March or early April of each year. The list will be developed in consultation with the campus ministry and other individuals at the College who have knowledge of major religious holidays.

The Administration of the College realizes there are a variety of religious traditions observed by our diverse community and this list does not reflect all religious holidays.

Baha'i

Birth of Bab	Friday, October 20, 2017
Birth of Baha'u'llah	Sunday, November 12, 2017
Naw Ruz	Wednesday, March 21, 2018

Buddhist*

Nirvana Day	Thursday, February 8 (or 15), 2018
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Christian

All Saints Day	Wednesday, November 1, 2017
Immaculate Conception (Roman Catholic)	Friday, December 8, 2017
Christmas**	Monday, December 25, 2017
Ash Wednesday	Wednesday, February 14, 2018
Maundy Thursday	Thursday, March 29, 2018
Good Friday	Friday, March 30, 2018
Easter	Sunday, April 1, 2018

Hindu*

Diwali	Sunday, October 30, 2017 – Monday, October 23, 2017
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Islamic Holidays*

Hajj (Muslim Pilgrimage) days	Evening of Wednesday, August 30, 2017 – Evening of Monday, September 4, 2017
Eid al Adha (or Eid al Kabir)	Friday, September 1, 2017 (North America)
Ramadan Starts	Tuesday, May 15, 2018 at Sunset
Eid ul-Fitr (End of Ramadan)	Thursday, June 14, 2018 at Sunset

Jewish Holidays***

Rosh Hashanah	Evening of Wednesday, September 20, 2017 – Evening of Friday, September 22, 2017
Yom Kippur	Evening of Friday, September 29, 2017 – Evening of Saturday, September 30, 2017
Sukkot	Evening of Wednesday, October 4, 2017 Evening of Wednesday, October 11, 2017

Hanukkah	Wednesday, December 13, 2017 – Wednesday, December 20, 2017
Passover	Evening of Friday, March 30, 2018 – Evening of Saturday, April 7, 2018
Shavuot	Saturday, May 19, 2018 – Monday, May 21, 2018

Wiccan/Pagan

Autumn Equinox	Friday, September 22, 2017
Ostara	
Mabon	
Samhain	Tuesday, October 31, 2017
Winter Solstice	Thursday, December 21, 2017
Yule	
Litha	
Imbolc	Friday, February 2, 2018
Spring Equinox	Wednesday, March 21, 2018
Beltane	Tuesday, May 1, 2018
Summer Solstice	Thursday, June 21, 2018
Lughnasadh	Thursday, August 1, 2018

*All Islamic and certain Hindu and Buddhist holidays are calculated on a lunar calendar and are approximate.

**Christmas occurs during campus shutdown

***Traditional Jewish people also observe a work-free Sabbath, beginning every Friday night shortly before sunset, and lasting for 25 hours.

Also, note: In addition to some Jewish people having a Sabbath on Friday evening to Saturday evening, Seventh Day Adventists do this as well.