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.** 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	Evening of Sunday, October 19, 2014 – Evening of Monday, October, 20, 2014
Birth of Baha'u'llah	Tuesday, November 11, 2014 – Wednesday, November 12, 2014
Naw Ruz	Friday, March 20, 2015 – Saturday, March 21, 2015

Buddhist*

Nirvana Day	Saturday, February 8 (or 15), 2015

Christian

All Saints Day	Saturday, November 1, 2014
Immaculate Conception (Roman Catholic)	Monday, December 8, 2014
Christmas**	Thursday, December 25, 2014
Ash Wednesday	Wednesday, February 18, 2015
Maundy Thursday	Thursday, April 2, 2015
Good Friday	Friday, April 3, 2015
Easter	Sunday, April 5, 2015

Hindu*

Diwali	Thursday, October 23, 2014 – Monday, October 27, 2014

Islamic Holidays*

Ramadan Starts	Saturday, June 28, 2014 at Sunset
Ramadan Ends	Monday, July 28, 2014
Eid ul-Fitr (End of Ramadan)	Evening of Monday, July 28, 2014
Hajj (Muslim Pilgrimage) days	Wednesday, October 1, 2014 – Monday, October 6, 2014
Eid ah Adha (sometimes called Eid al Kabir)	Saturday, October 4, 2014 at Sunset – Sunday, October 5, 2014 as Sunset

Jewish Holidays*

Shavuot	Tuesday, June 3, 2014 at Sunset – Thursday, June 5
Rosh Hashanah	Wednesday, September 24, 2014 at Sunset – Friday, September 26, 2014 at Sunset
Yom Kippur	Friday, October 3, 2014 at Sunset – Saturday, October 4, 2014
Sukkot	Wednesday, October 8 at Sunset – Wednesday, October 15, 2014 (first and last days are Sabbath-like holy days)

Passover	Friday, April 3, 2015 at Sundown – Saturday, April 11, 2015 (especially first night, first two days and last day)

Wiccan/Pagan

Lughnasadh and Imbolc	Friday, August 1, 2014
Samhain and Beltane	Friday, November 1, 2014
Summer Solstice	Saturday, June 21, 2014
Winter Solstice	Sunday, December 21, 2014
Yule	
Litha	
Spring Equinox	Friday, March 20, 2015
Autumn Equinox	Tuesday, September 23, 2014
Ostara	
Mabon	
Beltane-Samhain	Friday, May 1, 2015

*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.