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 off 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	Evening of Saturday, October 19, 2013 – Evening of Sunday, October, 20, 2013
Birth of Baha'u'llah	Monday, November 11, 2013 – Tuesday, November 12, 2013
Naw Ruz	Thursday, March 20, 2014 – Friday, March 21, 2014

Buddhist*

Nirvana Day	Saturday, February 8 (or 15), 2014

Christian

All Saints Day	Friday, November 1, 2013
Immaculate Conception (Roman Catholic)	Sunday, December 8, 2013
Christmas**	Wednesday, December 25, 2013
Ash Wednesday	Wednesday, March 5, 2014
Maundy Thursday	Thursday, April 17, 2014
Good Friday	Friday, April 18, 2014
Easter	Sunday, April 20, 2014

Hindu*

Diwali	Sunday, November 3, 2013 – Thursday, November 7, 2013

Islamic Holidays*

Ramadan Starts	Monday, July 8, 2013 at Sunset
Ramadan Ends	Thursday, August 8, 2013
Eid ul-Fitr (End of Ramadan)	Evening of Thursday, August 8, 2013
Hajj (Muslim Pilgrimage) days	Wednesday, October 13, 2013 – Saturday, October 18, 2013
Eid ah Adha (sometimes called Eid al Kabir)	Tuesday, October 15, 2013

Jewish Holidays*

Shavuot	Tuesday, June 4, 2013 at Sunset
Rosh Hashanah	Thursday, September 5, 2013 at Sunset – Wednesday, September 6, 2013 at Sunset
Yom Kippur	Saturday, September 14, 2013 at Sunset – Thursday, September 26, 2012
Sukkot	Thursday, September 19 at Sunset – Wednesday, September 25, 2013 (first and last days are Sabbath-like holy days)
Passover	Tuesday, April 15, 2014 at Sundown – Tuesday, April 22, 2014 (especially first night, first two days and last day)

Wiccan/Pagan

Lughnassad and Imbolc	Thursday, August 1, 2013
Samhain and Beltane	Friday, November 1, 2013
Solstice	Saturday, December 21, 2013
Yule	
Litha	
Equinox	Thursday, March 20, 2014
Ostara	
Mabon	
Beltane-Samhain	Thursday, May1, 2014

*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.