

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 an 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	Thursday, October 20, 2016
Birth of Baha'u'llah	Saturday, November 12, 2016
Naw Ruz	Tuesday, March 21, 2017

Buddhist*

Nirvana Day	Wednesday, February 8 (or 15), 2017
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Christian

All Saints Day	Tuesday, November 1, 2016
Immaculate Conception (Roman Catholic)	Thursday, December 8, 2016
Christmas**	Sunday, December 25, 2016
Ash Wednesday	Wednesday, March 1, 2017
Maundy Thursday	Thursday, April 13, 2017
Good Friday	Friday, April 14, 2017
Easter	Sunday, April 16, 2017

Hindu*

Diwali	Sunday, October 30, 2016
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Islamic Holidays*

Hajj (Muslim Pilgrimage) days	Friday, September 9, 2016
Eid al Adha (or Eid al Kabir)	Monday, September 12, 2016 (North America)
Ramadan Starts	Friday, May 26, 2017 at Sunset
Eid ul-Fitr (End of Ramadan)	Sunday, June 25, 2017 at Sunset

Jewish Holidays***

Rosh Hashanah	Monday, October 3 (begins Sunday, October 2 at sundown) – Tuesday, October 4, 2016
Yom Kippur	Wednesday, October 12, 2016 (begins Tuesday, October 11 at sundown)
Sukkot	Monday, October 17 (begins Sunday, October 16 at sundown) – Sunday, October 23, 2016

Hanukkah	Sunday, December 25, 2016 – January 1, 2017
Passover	Monday, April 10 at sunset – Tuesday, April 18, 2017 (nightfall)
Shavuot	Wednesday, May 31 – Thursday, June 1, 2017

Wiccan/Pagan

Autumn Equinox	Thursday, September 22, 2016
Ostara	
Mabon	
Samhain and Beltane	Tuesday, November 1, 2016
Winter Solstice	Wednesday, December 21, 2016
Yule	
Litha	
Spring Equinox	Monday, March 20, 2017
Beltane-Samhain	Monday, May 1, 2017
Summer Solstice	Wednesday, June 21, 2017
Lughnasadh and Imbolc	Tuesday, August 1, 2017

*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.