

## **Navigating Religious Accommodations at Drexel** *For Students and Employees*

As expressed in the [University's Statement on Religious Observances](#), Drexel “supports an environment that respects the religious observances of others and is committed to mak[ing] every reasonable effort to accommodate the religious observances of instructors, students, and staff.”

### ***Housing and Dining Accommodations (For Students)***

Students wishing to request religious accommodations pertaining to housing or dining should submit [a request form](#), including a letter from a spiritual advisor explaining the rationale behind the request. Students should be proactive and request such accommodations in a timely manner. Please note that if a student requests an accommodation after prior use of housing or dining without such an accommodation, the student may be asked to clarify or explain the change in circumstances prompting the request.

### ***Academic Accommodations (For Students)***

Faculty members are asked to reasonably accommodate students' religious observances in course scheduling. The University maintains a [Religious Observances Calendar](#) for this purpose. And, students are asked to inform their instructors of any absences or conflicts with the schedule due to religious observances, well in advance of the anticipated absence. The student and instructor should develop mutually agreed upon and reasonable accommodations. In the event that such accommodations cannot be developed, the student can appeal to the Dean of their College or School.

### ***Employee Accommodations (For Employees)***

Employees may also request reasonable accommodations due to religious observance. These may be coordinated with the individual's supervisor, again well in advance, in a manner that parallels the process for students. Drexel's [WIRED Guide](#) includes practical tips for maintaining a welcoming and inclusive environment within your department, unit, or other microcommunity.

### ***Maintaining an Inclusive Environment***

Drexel University is committed to promoting, supporting and providing resources to sustain a living, learning, and working environment of diversity, equality, fairness, inclusion, and respect where all members of the University community are valued. Individuals who believe they have experienced discrimination or harassment on the basis of religion—including denial of a requested accommodation—may [report](#) to the Office of Equality and Diversity (“OED”).

OED is also available to work with individuals—faculty, staff, and students alike—to provide information, resources, and options about reasonable accommodations, at any stage in the process: before an accommodation has been requested, during the process of negotiating a reasonable accommodation, or after a requested accommodation has been denied.