

Accommodation of Student Religious Observances

Lambton College in Toronto/Mississauga strives to provide an inclusive teaching and learning environment that recognizes and respects the diversity of our students and their faith communities.

Policy

1. The College will endeavor, to the best of its ability, to avoid scheduling in-class evaluations and examinations on days of special religious significance and religious observance.
2. Students are expected and required to inform the College of personal religious observance requirements.
3. In those instances, in which a conflict arises between college scheduling and a student's religious observance requirements, the College will accommodate the student's requirements to the best of its abilities without causing undue hardship for the College or disruption for other students.
4. To facilitate the accommodation of religious observance:
 - a. At the beginning of a course, the instructor will present to the class all course requirements, including the evaluation timetable for the course. The students will be informed that any student facing a conflict between a scheduled evaluation and a religious observance must immediately inform the instructor of the conflict and request an accommodation.
 - b. Students seeking accommodation for religious observance must notify the instructor of the requested accommodation within 48 hours of the beginning of the course. The student's absence from class does not void this requirement.
 - c. If a conflict between a scheduled course evaluation and a student's religious observance is identified by a student, the instructor will exercise his discretion to alter, or not, the course evaluation schedule to avoid scheduling evaluations that conflict with religious observances. Course delivery efficiency and the disruption or inconvenience of other students should be part of the consideration of altering the course evaluation timetable. The instructor will then, within 48 hours of the student's identification of the conflict, confirm to the class the final course evaluation schedule.
 - d. If the student's religious observance requirements are not accommodated through any or no revision of the course evaluation schedule, the student may complete a formal request for accommodation (Request for Accommodation form) and submit it to the instructor within 48 hours of the confirmation by the instructor of the final course evaluation schedule.
 - e. The instructor will return the form to the student, within 48 hours of receipt, denying or describing the accommodation.
5. Accommodation requests will not be unreasonably denied.



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6. A student unsatisfied with the accommodation decision of the instructor may appeal to the Academic Coordinator for a final decision.