October 22, 2024

The regular business meeting of the Faculty Senate was held on Tuesday, October 22, 2024 at 3:30 pm in Henson Science Hall 103. The Senate President was in the chair and the Secretary was present. The minutes of the September 24 meeting were approved as written.

President Lyn Lepre made announcements.

Provost Laurie Couch made announcements.

The Senate President made announcements.

MOTION to extend the meeting by 15 minutes PASSED.

After amendment and debate, the MOTION on the Religious Accommodation Policy PASSED.

With the four additions identified below to the <u>attached Revised Religious</u>
<u>Accommodation Policy</u> proposed by the Academic Policy Committee (APC), in May 2024,

1. add the following language at the end of Section IIIA.3

If any party involved in this grievance process, at any time during the grievance review process, has concern that the faculty member was treated with distinction, preference, or detriment as compared to others based on an individual's religion, was harassed or discriminated against, they should refer the grievance to the Office of Institutional Equity (OIE) to be reviewed within the scope of the University's anti-discrimination policies and procedures.

2. add the following language at the end of Section IIIA.5

If any party involved in this grievance process, at any time during the grievance review process, has concern that the staff member was treated with distinction, preference, or detriment as compared to others based on an individual's religion, was harassed or discriminated against, they should refer the grievance to the Office of Institutional Equity (OIE) to be reviewed within the scope of the University's anti-discrimination policies and procedures.

3. add the following language at the end of IIIB.6

If any party involved in this grievance process, at any time during the grievance review process, has concern that the student was treated with distinction, preference, or detriment as compared to others based on an individual's religion, was harassed or discriminated against, they should refer the grievance to the Office

Chapter 3 of the <u>SU Faculty Handbook</u>. (note this link goes directly to chapter 3)

- Faculty who are not satisfied with the accommodations provided may follow the SU Policy on Faculty Grievances as provided in Chapter 2 of the <u>SU Faculty Handbook</u>. (note the link goes directly to the grievance policy)
- 4. Staff and their immediate supervisors, with appropriate support from HR, shall work together to develop reasonable accommodations. Staff who will not be present when they are expected to perform duties will need to request to use annual leave, personal leave, unpaid leave, or leave without pay in accordance with Section III of the <u>SU Staff Employee Handbook</u>. (note this link just goes to the handbook, not directly to section III)
- Staff who are not satisfied with the accommodations provided may follow the SU Policy on Grievances for Exempt and Nonexempt Staff Employees as provided in Section II of the <u>SU</u>

<u>Staff Employee Handbook</u>. (note this link just goes to the handbook, not directly to Section II)

1. Employees who believe they are facing religious discrimination may file complaints with the Office of Institutional Equity in accordance with the Salisbury University Policy Prohibiting Non-Sex-Based Discrimination.

B. Individual instructors and professors are responsible for providing accommodations to students. Faculty will, whenever feasible and reasonable, provide accommodations to students who request accommodations in accordance with this policy and its procedures. Students must request accommodations in advance of an event.

1.