



EMORY
UNIVERSITY

Office of Spiritual
and Religious Life

May 2023

Dear Dean, Faculty and Staff Colleagues,

As we do each year, we are writing to bring your attention to some **major religious observances** that will take place during the coming academic year (attached).

According to the university's [Religious Accommodation Policy](#) (Policy 10.17), in order to create an inclusive climate around Emory's religious diversity, employees and students should receive reasonable accommodation for work scheduled on their religious holidays.

It is a best practice when our academic, administrative, and programmatic calendars can avoid major conflicts with religious holidays that impact large numbers in our campus community, which can prevent the need for many accommodations.

As always, our office is available to consult on any questions regarding religious holidays or how best to implement the Religious Accommodation Policy. Community members can also consult with the Office of Institutional Equity and Compliance (OIEC), which oversees Emory's Equal Opportunity and Discriminatory Harassment Policy (Policy 1.3).

We hope this information is helpful, and we wish you a successful academic year ahead.

Sincerely,

The Rev. Dr. Gregory W. McGonigle
Dean of Religious Life and University Chaplain