



**OFFICE OF EQUAL OPPORTUNITY
AND DIVERSITY**

202 Jessup Hall
Iowa City Iowa 52242-1316
319-335-0705 (voice) Fax 319-353-2088
319-335-0697 (text)
diversity@uiowa.edu

TO: All University Faculty and Staff

FROM: Marcella David,
Special Assistant to the President for Equal Opportunity and Diversity and Associate Provost
for Diversity and

Susan Johnson, Associate Provost for Faculty

DATE: November 1, 2007

RE: Annual Policy Notification- Religious Guidelines

This memo provides links to the University's religious diversity guidelines for faculty and staff. Please review the information below and bookmark the website for future reference.

Guidelines on Religious Symbols:

The University is a community whose members hold a variety of religious and philosophical views. As a public institution, the University must respect the need to maintain separation of church and state, and at the same time honor individuals' right to free expression of thought. The Guidelines indicate that the University should not display religious symbols in public areas that would imply University support for a particular religion. However, individuals are allowed to display religious symbols in their personal attire and in private workspaces. To review the complete Guidelines on Religious Symbols, as well as further discussion of how the Guidelines should be applied, please see <http://www.uiowa.edu/~eod/policies/relig-guidelines.html>. Please feel free to contact the Office of Equal Opportunity and Diversity (call 335-0705 or send an e-mail to diversity@uiowa.edu) if you have any questions about interpretation of these policies/guidelines.

Calendar Resources:

For your assistance, calendar resources listing religious holy days are available on the Office of Equal Opportunity and Diversity website (under the Diversity Resources section) at <http://www.uiowa.edu/~eod/diversity/index.html>.