



**Office of the Special Assistant to the  
President for Equal Opportunity and  
Diversity and Associate Provost for  
Diversity**

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<http://www.uiowa.edu/~provost/ap-diversity>

TO: All University Faculty and Staff

FROM: Sue Buckley, Associate Vice President for Finance and Operations  
and Director of Human Resources

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

Susan Johnson, Associate Provost for Faculty and

Tom Rocklin, Interim Vice President for Student Services and Dean of Students

DATE: Mon. Nov. 3, 2008

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 on 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, see:

<http://www.uiowa.edu/~eod/policies/relig-guidelines.html> .

**Religious Accommodations:**

In order to advance religious diversity on campus, and to abide by State and Federal law, The University of Iowa makes reasonable accommodations for students, staff, and faculty whose religious holy days coincide with their work schedules and classroom assignments. For more information related to accommodations in the academic and workplace environment see: <http://www.registrar.uiowa.edu/calendars/religcalendar.aspx> .

**Scheduling of Events and Examinations**

One strategy for managing the need to provide accommodations is to avoid scheduling events or examinations on major religious holidays. In order to assist you, we have made available calendar resources listing primary religious holy days on the Office of Equal Opportunity and Diversity's website (under the Diversity Resources section) at: <http://www.uiowa.edu/~eod/diversity/index.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](mailto:diversity@uiowa.edu) ) if you have any questions about interpretation of these policies/guidelines.