

ITEM 988
2017-09-11

Policy 2.P.14: Student or Employee Faith or Conscience Policy

**Lake Washington Institute of Technology
7.P.08 Student Faith or Conscience Policy**

Request for Approval

Situation

The Policies & Procedures Committee systematically reviews individual policies and chapters in the Policies & Procedures Manual. In reviewing policies, the committee:

- Reviews the accuracy of the information.
- Removes procedures from policy.
- Uses "plain language" writing principles to make the policies clearer and easier to understand.

Committee membership includes faculty and staff from around the campus. Dr. Ruby Hayden, Vice President of Student Services, is the interim chair of the committee.

Currently, Lake Washington Institute of Technology students or employees may request two days of excused absences per academic year for reasons of faith or conscience, or for organized activities conducted under the auspices of a religious denomination, church, or religious organization. Students' grades may not be adversely impacted by absences authorized under this policy. This policy ensures we adhere to state guidelines. While absences are covered, accommodations were left out. At the request of the Attorney General's office, we are adding reasonable accommodations to this policy.

College Council and Executive Cabinet have reviewed and endorsed the revised policies.

Recommendation

That the Board of Trustees approve this action item.

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New Policy 7.P.08 - Accommodations and Absences for Reasons of Faith or Conscience
- Students

LWTech is committed to ensuring that students with faith- or conscience-based beliefs have equal opportunity to access and benefit from the College's educational offerings and services. To this end and in compliance with Title VII of the Civil Rights Act of 1964 and Washington's Law Against Discrimination, LWTech has adopted procedures for reasonably accommodating and allowing for absences or accommodations based upon the faith or conscience based beliefs, observances, and practices of its students.