

Religious Accommodations Procedures – Last Updated: May 12, 2025

The University of Oregon is committed to creating an engaging environment and academic experience for students of all faiths and religions. The University makes reasonable accommodations when an exemption to existing university policy is deemed appropriate due to sincerely held religious beliefs. Each religious accommodation request is assessed on an individual basis. Religious accommodations could include, but are not limited to, allowing course absences, rescheduling an exam, adjusting due dates, providing an opportunity to make up coursework, providing space for prayer, permitting religious attire, alternate Housing assignments, or permitting ceremonial activity in approved locations (e.g., smudging, candle lighting).

Students are encouraged to communicate directly with their instructors when considering the potential impacts of religious observances on coursework.

All formal requests for a religious accommodation are initiated by the student, through the submission of the [Religious Accommodation Request Form](#). The following deadlines apply to requests for religious accommodations:

- For course-related accommodations, students must submit the Religious Accommodation Request Form by the end of the second week of a term or at least 14 days prior to the observance if the observance occurs in the first two weeks of the term.
- For Housing-related room requests, requests must be made by June 1 for the following academic year.
- All other requests must be made no later than 14 days before the accommodation is needed.
- For instances of multiple religious accommodation requests in a single term, students may include all requests in a single form.

Once submitted, the form will be routed to the Office of Investigations and Civil Rights Compliance (OICRC) for review.

In cases where the requested accommodation can be accepted without additional information, OICRC will issue a written notice of approval to both the student and other involved UO personnel (e.g. instructors or University Housing).

In all other cases, OICRC will engage in an interactive process that may involve contacting the student and the instructors or other UO personnel to determine whether the religious accommodation request will be approved, modified, or denied. All parties will receive written notice of the final determination.

OICRC will typically approve accommodations unless they impose “substantial increased costs” on university operations. This is a fact-specific inquiry that considers, without limitation, the nature of the accommodation requested, essential requirements for the course or major, financial hardship, academic impact, duration of the request, the availability of alternative accommodations, and other related factors. The University is not required to grant

accommodations that would impede public safety or the rights and freedoms of others, or that would fundamentally alter or eliminate essential academic requirements.

Religious accommodations remain in effect through the date included on the approval letter unless the student or employee is notified by OICRC of a change. Students must generally submit religious accommodation requests each term.

Students who disagree with their accommodation determination may submit a request for reconsideration to OICRC, who will consult with an external consultant before issuing a final determination.

In summary, the steps for seeking a religious accommodation are as follows:

1. Student submits [Religious Accommodation Request Form](#).
2. OICRC reviews and may request additional information or discussion as part of the interactive process.
3. OICRC issues a formal decision, which may include approval, denial, or approval with modifications, and communicates the outcome to the involved parties.

Students are reminded that requesting an accommodation is protected under the law and retaliation for engaging in protected activity, or not adhering to the determined accommodation, is unlawful and will not be tolerated by the University. Concerns about discrimination or retaliation should be reported to OICRC through the [Discrimination, Harassment, Bias, and Retaliation Reporting Form](#), or by email at oiarc@uoregon.edu.

Additional Resources:

- Calendar dates associated with religious observances for 2025 (this should not be considered an exhaustive list). (Hyperlink sentence to document compiled by DEI.)