

REASONABLE ADJUSTMENT FOR STUDENT RELIGIOUS BELIEFS POLICY

This policy applies to all enrolled students at Moraine Park Technical College. The policy does not apply to clinical sites or third-party instructional providers.

This policy is promulgated in compliance with Wisconsin Administrative Code, Technical College System 14, Accommodation of Student Religious Beliefs. The College complies with Title VII of the Civil Rights Act of 1964 and the Equal Employment Opportunity Commission Guidelines on Discrimination Because of Religion (29CFR 1605.1; 1605:2; 1605:3).

Moraine Park Technical College is committed to providing a welcoming and inclusive environment that is respectful of the religious beliefs and practices of all members of the College community.

As part of this commitment, the College will make good faith efforts to provide reasonable instructional/activity adjustments for students whose religious beliefs and practice(s) conflict with a college policy, procedure; or other academic/student activity requirement unless such an adaptation would create an undue hardship to the College.

The determination of undue hardship is dependent on the facts of each individual situation. Examples include: an accommodation requiring (1) more than a de minimis cost; or (2) as otherwise defined by law. In addition, an accommodation will be considered an undue hardship if it will result in the inability of the student to perform an essential function or course/program of study.