

## DISCRIMINATION BASED ON RELIGION, POLICY ON

---

**Category:** Equity and Campus Diversity  
**Responsible Office:** Equity and Campus Diversity Office

**Date Established:** 1964  
**Date Last Revised:** 10/02/2024  
**Date Posted to Library:** 08/10/2017

---

### **POLICY SUMMARY**

The University does not discriminate against employees, applicants for employment, or students based on religion or national origin.

### **POLICY**

#### **Policy Statement**

No person shall be expelled from or refused admission as a student to an institution of higher learning for the reason that he or she is unable, because of his or her religious beliefs, to register for or to attend classes or to participate in any examination, study, or work requirements on a particular day or days.

#### **Applicability**

Any student in an institution of higher education who is unable, because of his or her religious beliefs, to attend and/or participate in classes on a particular day or days, shall, because of such absence on the particular day or days, be excused from any examination or any study, or work requirements.

#### **Definitions**

The term "religious belief" shall mean beliefs associated with any corporation organized and operated exclusively for religious purposes, which is not disqualified for tax exemption under Section 501 of the United States Code.

#### **Responsibility**

It shall be the responsibility of the faculty and of the administrative officials of each institution of higher education to make available to each student who is absent from school, because of his or her religious beliefs, an equivalent opportunity to register for classes or make up any examination, study, or work requirements which he or she may have missed because of such absence on any particular day or days. No fees of any kind shall be charged by the institution for making available to the said student such equivalent opportunity.

#### **Procedure**

- If registration, classes, examinations, study or work requirements are held on Friday after four o'clock p.m. or on Saturday, similar or makeup classes, examinations, study or work requirements shall be made available on other days, where it is possible and practical to do so. No special fees shall be charged to the student for these classes, examinations, study or work requirements held on other days.

## Discrimination Based on Religion, Policy on

- In effectuating the provisions of the Education Law, it is expected that faculty and the administrative officials will exercise the fullest measure of good faith. No adverse or prejudicial effects shall result to any student for availing himself or herself of the provisions of this section.
- Any student, who is aggrieved by the alleged failure of any faculty or administrative official to comply in good faith with the provisions of this section, shall be entitled to maintain an action or proceeding in the supreme court of the county in which such institutions of higher education is located for the enforcement of his or her rights under this section.
- At Buffalo State University, we sharpen the mandate of the state and endorse the policy that the administering of evaluative examinations on **Rosh Hashanah, Yom Kippur** and **Good Friday** will not be permitted.
- In addition, faculty and staff should be aware that people practicing Islam may observe Ramadan. During **Ramadan**, there are special obligations for fasting, prayer, and other religious observances for people practicing Islam.

### **RELATED INFORMATION**

#### **Documents and Forms:**

[SUNY Buffalo State Policy on Discrimination Based on Religion](#)

### **CONTACT INFORMATION**

Equity and Campus Diversity Office  
Cleveland Hall, Room 204  
1300 Elmwood Avenue  
Buffalo, NY 14222

Phone: (716) 878-6210

Website: <http://equity.buffalostate.edu/>

Email: [eeoequity@buffalostate.edu](mailto:eeoequity@buffalostate.edu)

### **REVISION HISTORY**

Date of change: 07/21/2015

Brief description of edit: Updated to new format

Date of change: 06/27/2016

Brief description of edit: Reformatted to standard template

Date of change: 05/11/2017

Brief description of edit: Updated for 2017-18

Date of change: 08/10/2017

Brief description of edit: Minor edits

Date of Change: 10/2/2024

Brief description of edit: Change College to University, updated office location

### **APPROVAL**

State University of New York Office of General Counsel