

## **Religious Expression Policy**

The AAL reasonably accommodates the sincerely held religious beliefs and practices of individual students with regard to all examinations or other academic requirements and absences for reasons of faith or religious or spiritual belief system.

(A) The AAL permits any student of the AAL to be absent for up to three religious expression days each school year to take holidays for reasons of faith or religious or spiritual belief system or participate in organized activities conducted under the auspices of a religious denomination, church, or other religious or spiritual organization. The school shall not impose an academic penalty as a result of a student being absent as permitted in the policy.

(B)(1) The AAL requires that students be provided with alternative accommodations with regard to examinations and other academic requirements missed due to an absence described in division (A) of this section if not later than fourteen school days after the first day of school, or fourteen school days after the date of enrollment for a student who transfers to or enrolls in the district after the first day of school, the parent or guardian of a student provides the school principal with written notice of up to three specific dates for which alternative accommodations are requested, if an absence approved under division (B)(2) of this section conflicts with an examination or other academic requirement on that date.

(2) The school principal shall approve not more than three written requests per school year from a student's parent or guardian for an excused absence under division (A) of this section. The school principal shall approve such requests without inquiry into the sincerity of a student's religious or spiritual belief system. However, the school principal may verify a request received under division (A) of this section by contacting the parent or guardian whose signature appears on the request. If a parent or guardian disputes having signed such a request, the school principal may deny the request. Upon approval of a request that satisfies division (B)(1) of this section, the school principal shall require the classroom teacher to schedule a time and date for an alternative examination or other academic requirement if the approved student absence creates a conflict, which may be before or after the time and date the examination or other academic requirement was originally scheduled.

(C) The religious expression policy will post the following in a prominent location on the school's web site:

(1) A copy of the policy adopted under this section, which shall include the contact information of an individual who can provide further information about the policy;

(2) A nonexhaustive list of major religious holidays, festivals, and religious observations, which may include, Eid, Good Friday, Rosh Hashanah, Yom Kippur, and Passover, for which an excused

absence under this section shall not be unreasonably withheld or denied. No inclusion or exclusion of a religious holiday or festival on this list shall preclude a student from full and reasonable accommodations for any sincerely held religious beliefs and practices for reasons of faith or religious or spiritual belief system.

Any grievances with regard to the religious expression policy may be submitted in writing to the school principal.

Any days excused under this policy shall not be considered in determining absence hours for the purposes of parental notification under division (C)(1) of section [3321.191](#) of the Revised Code.