



CMI

College of the Marshall Islands

Accredited by the Western Association of Schools and Colleges

P.O. Box 1258
Uliga Campus
Majuro, Marshall Islands, MH 96960

Tel: (692) 625-3394/3291/4931
Fax: (692) 625-7203
Email: bor.regents@cmi.edu

COLLEGE OF THE MARSHALL ISLANDS

BOARD RESOLUTION-No: 2023 - 022

“A RESOLUTION TO APPROVE POLICY #347: FAITH AND CONSCIENCE ACCOMMODATIONS”

WHEREAS, The Board of Regents of the College of the Marshall Islands given the responsibility under the CMI Act 1992 to “approve such policies and standards as it may deem necessary for the effective operation of the College,”

And

WHEREAS, Policy 347 supports student equity by providing clear guidelines for the accommodation of religious and philosophical beliefs and observances,

And

WHEREAS, the development of the policy was influenced by a First-Year Experience class’s service learning project, which included the finding that 28.5% of students surveyed said they had experienced religious discrimination in their lives,

And

WHEREAS, Enrollment Management Committee and Executive Council have recommended the policy,

NOW, THEREFORE, BE IT RESOLVED:

That the College of the Marshall Islands Board of Regents approves Policy 380: Online Learning 347: Faith and Conscience Accommodations.

I, **Harden Lelet**, Vice-Chair of the Board of the College of the Marshall Islands, do hereby certify that the above is a true and correct copy of a resolution adopted at the meeting of the Board of Regents of the College of the Marshall Islands on August 16, 2023 at which a quorum was present and voted.

Harden Lelet
Vice-Chair, Board of Regents
College of the Marshall Islands



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CMI POLICY NO. 347

Faith and Conscience Accommodations

Status:	Active
Effective Date:	August 16, 2023
Approval Date:	August 16, 2023
Steward:	Board of Regents
Approval Authority:	Board of Regents

Policy Statement

The College of the Marshall Islands provides reasonable accommodations for students with faith and conscience related obligations.

Reason for the Policy

This policy allows the college to serve students of a diversity of religious and other beliefs in support of their spiritual wellness.

Definitions

Reasonable Accommodations

Reasonable accommodations for faith and conscience allow students to meet religious obligations or to abide by strongly held principles so long as doing so does not interfere with their ability to meet the student learning outcomes for their course or program and does not place an undue burden on college resources or employees. These accommodations may include but are not limited to:

- Excused absences for organized religious activities, holidays, or days of conscience that do not impact a student's grade, so long as these absences do not make up a significant portion of regularly scheduled course activities.



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- Alternative class activities, so long as the original activities are not essential to meeting the student learning outcomes and organizing the alternative does not place an excessive burden on the responsible member of faculty.
- Alternative deadlines for assignments or schedules for examinations.
- Provision of space to carry out religious obligations, especially for resident students.

Statements of Elaboration of Policy

Reasons to Deny a Request

Reasons to deny a request could include:

- The student would miss too many class periods to learn the required material.
- The request would require the instructor to substantively change course requirements for the requester.
- The request would create inequity among students.
- The request would harm or endanger other students.

Religious Attire

Students have a right to wear religious symbols or attire, and no particular notification or accommodation is required. In cases where classes or activities require uniforms or there are particular health or safety requirements, students should discuss with the faculty or staff responsible how to meet these requirements alongside the requirements of their faith.

Cross References to Related Policies and Regulations

Students who believe they have been unfairly denied accommodations may avail of Policy 312: General Student Complaints.

Title VII of the U.S. Civil Rights Act of 1964

Responsible Officer

Vice President for Academic and Student Affairs



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Key Offices to Contact Regarding the Policy and its Implementation

Dean of Academic Affairs, Dean of WAVES, Dean of Student Success

Procedures

For Academic Accommodations

1. Students should not enroll in courses that meet regularly on days when they have religious obligations; if a required course is only available on such a schedule, they should discuss this issue with the responsible Department Chair.
2. Students should discuss, as soon as possible, with their faculty any anticipated absences during the semester. Similarly, they should review the syllabus received on the first day of class and discuss any activities that may be in conflict with their sincerely held beliefs with the faculty.
3. To formally request faith and conscience accommodations, students should send their request in writing to their instructor no later than the second week of class. For an activity not listed in the syllabus, the request should be made as soon as possible after the activity is announced.
4. Instructors who have received a formal request should respond within two business days, stating the accommodations and adjustments that will be given or, if the request is denied, the justification. Denials should only occur if the requested accommodations will interfere with the ability of the student to meet learning outcomes for the course or program, place a substantial burden on the college or the instructor, or involve significant or regular absences on the part of the student.

For Non-Academic Accommodations

1. For non-academic accommodations, students should consult the Dean of Student Success.
2. If the Dean is able to provide immediate assistance to meet the student's need, no formal request is required.
3. If the request requires additional resources or assistance from another department, the student may need to provide a formal, written request.
4. The Dean should share this request with other departments as needed, and/or with the Senior Leadership Team through the [Vice President for Academic and Student Affairs](#).



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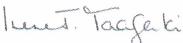
Appeals

Students who believe they have been unfairly denied a faith or conscience accommodation should complete the Student Complaint Form and submit it to the appropriate Dean.

Date of Initial Policy:

Date(s) of Any Revisions:

President's Signature:

DocuSigned by:

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August 16, 2023

Dr. Irene J. Taafaki, President

Date