

TITLE: **Holiday of Faith and Conscience Policy**

NUMBER: **401**

STATUTORY AUTHORITY: **Chapter 168, laws of 2014; WAC 82-56-010; WAC 357-31-052**

APPROVED BY THE BOARD OF TRUSTEES: 2/18/2015

Whatcom Community College allows all employees two unpaid holidays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization unless the employee's absence would impose an undue hardship on the College or the employee is necessary to maintain public safety.

Whatcom Community College will accommodate student absences for up to two days per academic year, to allow students to take holidays for reasons of faith or conscience or for organized activities conducted under the auspices of a religious denomination, church, or religious organization, so that students' grades are not adversely impacted by the absences.

