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*If any party involved in this grievance process, at any time during the grievance review process, has concern that the faculty member was treated with distinction, preference, or detriment as compared to others based on an individual's religion, was harassed or discriminated against, they should refer the grievance to the Office of Institutional Equity (OIE) to be reviewed within the scope of the University's anti-discrimination policies and procedures.*

*If any party involved in this grievance process, at any time during the grievance review process, has concern that the staff member was treated with distinction, preference, or detriment as compared to others based on an individual's religion, was harassed or discriminated against, they should refer the grievance to the Office of Institutional Equity (OIE) to be reviewed within the scope of the University's anti-discrimination policies and procedures.*

*If any party involved in this grievance process, at any time during the grievance review process, has concern that the student was treated with distinction, preference, or detriment as compared to others based on an individual's religion, was harassed or discriminated against, they should refer the grievance to the Office*







Chapter 3 of the [SU Faculty Handbook](#). (note this link goes directly to chapter 3)

3. Faculty who are not satisfied with the accommodations provided may follow the SU Policy on Faculty Grievances as provided in Chapter 2 of the [SU Faculty Handbook](#) . (note the link goes directly to the grievance policy)
4. Staff and their immediate supervisors, with appropriate support from HR, shall work together to develop reasonable accommodations. Staff who will not be present when they are expected to perform duties will need to request to use annual leave, personal leave, unpaid leave, or leave without pay in accordance with Section III of the [SU Staff Employee Handbook](#). (note this link just goes to the handbook, not directly to section III)
5. Staff who are not satisfied with the accommodations provided may follow the SU Policy on Grievances for Exempt and Nonexempt Staff Employees as provided in Section II of the [SU](#)

[Staff Employee Handbook](#). (note this link just goes to the handbook, not directly to Section II)

1. Employees who believe they are facing religious discrimination may file complaints with the Office of Institutional Equity in accordance with the [Salisbury University Policy Prohibiting Non-Sex-Based Discrimination](#).

B. Individual instructors and professors are responsible for providing accommodations to students. Faculty will, whenever feasible and reasonable, provide accommodations to students who request accommodations in accordance with this policy and its procedures. Students must request accommodations in advance of an event.

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