THE GRAHAM FAMILY OF SCHOOLS
The Graham School
The Charles School at Ohio Dominican University
Graham Elementary and Middle School

Religious Expression Days Policy

The Graham Family of Schools is committed to creating this policy that 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. This policy permits students in K-12 to be absent for up to three days each school year for reasons of faith or religious or spiritual belief system or to 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. The school shall also permit students to participate in interscholastic athletics or other extracurricular activities on days in which the student was otherwise absent for a religious expression day.

The school shall require that students be provided with alternative accommodations with regard to examinations and other academic requirements missed due to an absence described above 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 school after the first day of school, the parent or guardian of a student provides the school with written notice of up to three specific dates for which alternative accommodations are requested, if an absence approved conflicts with an examination or other academic requirement on that date.

The school shall approve not more than three written requests per school year from a student's parent or guardian for an excused absence under this policy. The school shall approve such requests without inquiry into the sincerity of a student's religious or spiritual belief system. However, the school may verify a request received 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 may deny the request. Upon approval of a request that satisfies this policy, the school shall require the appropriate classroom teacher or teachers 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.

Attached to this policy will be a nonexhaustive list of major religious holidays, festivals, and religious observations for which an excused absence under this policy shall not be unreasonably withheld or denied. This list may not be used to deny accommodation to a student for a holiday or festival of the student's faith or religious or spiritual belief system that does not appear on the list.

Nothing in this policy, and no inclusion or exclusion of a religious holiday or festival on the list posted by the school, shall preclude a student from full and reasonable accommodations for any sincerely held religious beliefs and practices with regard to all examinations or other academic requirements and absences for reasons of faith or religious or spiritual belief system provided under this policy.

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.

This policy will be posted on each school's website.

Further information concerning this policy or for the procedure for requesting an accommodation can be found by contacting Cheryl Long, Executive Director of Operations at 614-262-1111.

Ohio: R.C. 3320.04; R.C. 3321.191(C)(1)

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Non-Exhaustive List of Religious Holidays/Holy Days

Judaism

- Tu BiShvat
- Purim
- Yom HaShoah
- Lag B'Omer
- Pesach (Passover)
- Yom Ha'Azmaut
- Shavuot
- Tisha B'Av
- Rosh Hashanah
- Yom Kippur
- Sukkot
- Shemini
- Simchat Torah
- Hanukkah

Christianity

- Feast of Mary Mother of God
- Christmas - Eastern Orthodox
- Epiphany
- Ash Wednesday
- Lent

- Orthodox Lent
- Feast of the Annunciation
- Palm Sunday
- Holy Thursday
- Good Friday
- Easter
- Pascha/Easter (Eastern Orthodox)
- Feast of the Ascension
- Pentecost
- Trinity Sunday
- Corpus Christi Sunday
- Solemnity of the Sacred Heart of Jesus
- Nativity of St. John the Baptist
- Feast of Saints Peter and Paul
- Feast of St. Ignatius of Loyola
- Feast of the Assumption of Mary
- All Saints Day
- All Souls Day
- Dia de los Muertos
- Feast of Christ the King
- Advent Season
- Feast of St. Francis Xavier
- Feast of the Immaculate Conception

- Feast of Our Lady of Guadalupe
- Christmas

Islam

- Sabe-Miraj or Lailatul Me'raj
- Sabe Barat
- Ramadan
- Lailatul Qadr
- Eid al-Fitr
- Day of Arafah/Day of Hajj/Waqf of Arafah
- Eid al-Adha
- Islamic New Year
- Ashura
- Mawlid al-Nabi

Hinduism

- Maha Shivaratri
- Shri Ramakrishna Jayanti
- Holi
- Rama Navami
- Raksha Bandhan
- Krishna Janmashtami
- Navaratri
- Diwali

Buddhism

- Bodhi Day
- Lunar New Year
- Magha Puja Day
- Vesak/Buddha Day/Visakha Puja
- Diwali

Sikh

- Birthday of Guru Gobind Singh Sahib
- Vaisakhi
- Martyrdom of Guru Arjan Dev Sahib
- Diwali
- Martyrdom of Guru Tegh Bahadur Sahib
- Birthday of Guru Nanak Dev Sahib

Baha'i

- 'Ala'
- Naw-Ruz
- Ridvan
- Declaration of the Bab
- Ascension of Baha'u'llah
- Martyrdom of the Bab
- Birth of the Bab
- Birth of Baha'u'llah
- Ascension of 'Abdu'l-Baha

Shinto

- Gantan-sai
- Setsubun-sai

Other

- Kwanzaa
- Lunar New Year