

**Memorandum of Understanding between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
October 21, 2016**

Subject: Religious Accommodation Policy

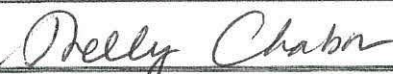
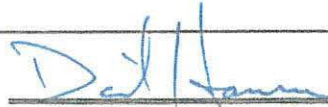
Recitals

The University seeks to promulgate the new Religious Accommodation policy. PSU-AAUP issued a Demand to Bargain on the decision and effects of the decision to promulgate the policy.

Agreement

Article 5, Section 3 of the policy will be modified as follows:

- **Religious Holy Day:** Absent undue hardship, PSU will allow students and employees to take time off for observance of religious holy days and celebrations.
 - Students. Upon registration for a class, the student is expected to examine the course syllabus for potential conflicts with holy days and to notify the instructor as soon as possible and in advance of the need for an accommodation, of any conflicts that may require an absence (including any required additional preparation/travel time). The student is also expected to remind the faculty member in advance of the missed class, and to make arrangements in advance (with the faculty member) to make up any missed work or in-class material within a reasonable amount of time, as agreed upon by the faculty member.
 - Employees. See Section 2, II above.
- ...
- **Religious Attire:** Upon request, PSU will make reasonable efforts to accommodate students' and employees' attire that is related to their sincerely held religious beliefs...

<u>For the University</u>	<u>For the Association</u>
 _____ Shelly Chabon, Vice Provost for Academic Administration & Planning	 _____ David Hansen, VP of Collective Bargaining
<u>10/25/16</u> _____ Date	<u>10/21/2016</u> _____ Date