**CERTIFICATION OF RESOLUTION**
STUDENT RELIGIOUS LIBERTIES POLICY

**University of Cleveland Preparatory School**
(An Ohio Non-Profit Corporation)

The Governing Authority (the "Board") of **University of Cleveland Preparatory School** (the "School"), a non-profit corporation organized under the laws of the State of Ohio, hereby resolves as follows:

WHEREAS the Board wishes to comply with the Ohio Student Religious Liberties Act of 2019, as amended, (Ohio Revised Code 3320.01, *et seq.*).

IT IS HEREBY RESOLVED that the Board adopts the Student Religious Liberties Policy, attached hereto and incorporated herein as restated. This Policy supersedes and replaces any prior Religious Liberties Policy adopted by this Board.

IT IS FURTHER RESOLVED that the Board Chair is authorized to execute any and all forms and/or documents to effectuate the purpose of this resolution and that the policy shall be distributed by the School to all staff.

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**APPROVAL AND ADOPTION**

Motion to adopt the Student Religious Liberties Policy (with/without) amendment(s)

Motion by Rodney Lewis, Seconded by Aaron Berg

| **Board Member** *Name* | **AYE** | **NAY** | **OTHER** *(abstain, not present, etc.)* |
|---|---|---|---|
| Aaron Berg | ✓ | | |
| Karen Lewis | ✓ | | |
| Mandisa Lewis | ✓ | | |
| Rodney Lewis | ✓ | | |
| Sonya Boyd, Chairwoman | ✓ | | |

Duly adopted on this 13th day of September, 2024.

Sonya Boyd

*Sonya Boyd, Chairwoman*

# STUDENT RELIGIOUS LIBERTIES POLICY

## University of Cleveland Preparatory School

### ARTICLE I
### STUDENT RELIGIOUS EXPRESSION

Students may engage in religious expression before, during, and after school hours in the same manner that a student is permitted to engage in secular activities or expression before, during, and after school hours.

### ARTICLE II
### USE OF FACILITY FOR RELIGIOUS PURPOSES

Students shall have the same access to the School's facilities to conduct a meeting for the purpose of engaging in religious expression as is given to secular student groups, without regard to the content of a student's or groups expression.

### ARTICLE III
### RELIGIOUS EXPRESSION IN COMPLETION OF STUDENT ASSIGNMENTS

Students shall have the right to engage in religious expression in the completion of homework, artwork, or other written or oral assignments. The School shall not penalize or reward a student based on the religious content of a student's work.

### ARTICLE IV
### RELIGIOUS BELIEFS

The School shall not solicit or require a student to affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology. The School shall not use statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology as part of the academic evaluation of students. The School shall not solicit or require academic admission to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology.

### ARTICLE V
### RELIGIOUS EXPRESSION DAYS

Students are permitted to be absent for up to three religious expression days (R.E.D.) each school year to take holidays for reasons of faith or religious or spiritual belief system or 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 this policy. Students are also permitted to participate in interscholastic athletics or other extracurricular activities on days in which the student was otherwise absent for a religious expression day.

Alternative Accommodations for examinations and other academic requirements missed due to the student taking a Religious Expression day shall be given, provided that the student's parent or guardian has provided a written notice of up to three specific dates that the student will require alternative accommodations for Religious Expression. This written notice must be received by the principal within fourteen (14) school days of the student's first day of school or within fourteen (14) school days of the student's enrollment if enrolled after the start of the Academic Year.

The school principal shall approve not more than three written requests per school year from a student's parent or guardian for an excused absence under this Article V. The school principal shall approve such requests without inquiry into the sincerity of a student's religious or spiritual belief system. However, the school principal 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 principal may deny the request. Upon approval of a request, a school principal 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.

The School's website must provide:

1) A copy of this policy, which shall include the contact information of an individual who can provide further information about the policy;
2) A nonexhaustive list of major religious holidays, festivals, and religious observations, which may include, Eid, Good Friday, Rosh Hashanah, Yom Kippur, and Passover, for which an excused absence under this section shall not be unreasonably withheld or denied.

The state superintendent will provide the School with this nonexhaustive list. Any time this policy is distributed or published, including on the School website, a statement that the list is nonexhaustive and the 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.

Schools shall annually convey to parents and guardians this policy, including a description of the general procedure for requesting accommodations. The manner in which the school conveys the information shall be determined at the School's discretion.

Any days excused under this section 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.

## GRIEVANCE PROCEDURE FOR R.E.D. COMPLAINTS

LEVEL 1

If a student, the "grievant", believes there is a R.E.D. grievance, they may present the grievance to the Principal or the Principal's delegate within fifteen (15) days of the alleged conduct that violates the R.E.D. policy. The alleged grievance shall be investigated by the

Principal or the Principal's delegate and meet with the grievant and attempt to resolve the matter informally. The decision on the grievance shall be delivered orally to the grievant.

LEVEL 2
If the grievant believes that the grievance has not been resolved appropriately, they may make a statement in writing of the alleged grievance to the Governing Authority of the School. This statement must be filed within ten (10) days of the date of the Principal's or the Principal's delegate's decision. The statement shall state the nature of the alleged grievance, and the relief sought. If the grievant is a student, the Principal or the Principal's delegate shall assist in the preparation of the statement and submission to the Governing Authority within the appropriate time frame.

## LEGAL REFERENCES

ORC Secs. 3314.03, 3319.614, 3320.01, 3320.02, 3320.03, 3321.191; Sub. H.B.214 (135th GA)

Revised 8_2024

# Religious Expression in Ohio Schools

Pursuant to Ohio Revised Code 3320.04, which becomes effective on Oct. 24, 2024, the Department of Education and Workforce compiled this non-exhaustive list of major religious holidays for the next two school years which schools and districts may use and add to when creating their policy for excusing students for religious expression.

Schools and districts must adopt a policy that reasonably accommodates a student's sincerely held religious beliefs and practices for reasons of faith or religious or spiritual belief system. Students are given up to three religious expression days per school year provided that the parent or guardian provides written notice to the school or district of the selected days within 14 school days of the start of school (or within 14 days of a newly enrolled student's first day in the school or district). The policy must allow students to participate in interscholastic athletics or other extracurricular activities on a religious expression day.

Schools and districts must post and communicate the policy to families and students. Each school or district must collaborate with the student and family on accommodations needed when there is a conflict between a religious expression day and a school assessment or academic requirement. No inclusion or exclusion of a religious holiday or festival on this list shall preclude a student from full and reasonable accommodations for any sincerely held religious beliefs and practices for reasons of faith or religious or spiritual belief system.

These three religious expression days do not count toward parental notification requirements under ORC 3321.191 (C)(1) for excessive absences.

# Non-exhaustive List of Major Religious Holidays

| | | |
|---|---|---|
| Rosh Hashanah | Oct. 2-4, 2024 | Sept. 22-24, 2025 |
| Yom Kippur | Oct. 11-12, 2024 | Oct. 1-2, 2025 |
| Diwali | Oct. 31 - Nov 1, 2024 | Oct. 20-21, 2025 |
| Hanukkah | Dec. 25, 2024 - Jan. 2, 2025 | Dec. 21-29, 2025 |
| Ramadan | Feb. 28 - March 30, 2025 | Feb. 17 - March 18, 2026 |
| Ash Wednesday | March 5, 2025 | Feb. 18, 2026 |
| Eid al-Fitr | March 29-30, 2025 | March 19-20, 2026 |
| Pesach (Passover) | April 12-20, 2025 | April 1-9, 2026 |
| Good Friday | April 18, 2025 | April 3, 2026 |
| Easter | April 20, 2025 | April 5, 2026 |
| Eid al-Adha | June 6-7, 2025 | May 26-27, 2026 |