

5:70 Religious Holidays

May 2022

The Superintendent shall grant an employee's request for time off to observe a religious holiday if the employee gives at least five days' prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, provided such time is consistent with the District's operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.:

[775 ILCS 5/2-101](#) and [5/2-102](#), Ill. Human Rights Act.

[775 ILCS 35/155](#), Religious Freedom Restoration Act.

APPROVED: August 22, 2022

Harlem School District 122