AN ACT Relating to providing religious accommodations for students at postsecondary educational institutions during exams or other requirements to successfully complete a program; amending RCW 28B.10.039; adding a new chapter to Title 28B RCW; and recodifying RCW 28B.10.039.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

Sec. 1. RCW 28B.10.039 and 2014 c 168 s 4 are each amended to read as follows:

((Institutions of higher education)) (1) Postsecondary educational institutions must develop policies to accommodate student absences for up to two days per academic year, to allow students to take holidays for reasons of faith or conscience or for organized activities conducted under the auspices of a religious denomination, church, or religious organization, so that students' grades are not adversely impacted by the absences.

(2) Students' sincerely held religious beliefs and practices must be reasonably accommodated with respect to all examinations and other requirements to successfully complete a program. Instructors may schedule alternative times without prejudicial effect before or after the regularly scheduled examination or other requirement to successfully complete a program. Instructors must accept at face
value the sincerity of the students' religious beliefs and both
instructors and students must keep requests for accommodation
confidential. The postsecondary educational institution must make
alternative accommodations for examinations and other requirements to
successfully complete a program when:

(a) A student's sincerely held religious belief or practice
severely affects the student's ability to perform on an examination
or meet a requirement to successfully complete a program; and

(b) The student has provided written notice within the first two
weeks of the beginning of the class of the specific dates the student
requests alternative accommodations from the examination or
requirement.

(3) Postsecondary educational institutions must conspicuously
post to their web site:

(a) A copy of the postsecondary educational institution's
religious accommodations policy, identifying the postsecondary
educational institution's point of contact for further information; and

(b) A nonexhaustive list of major religious holy days or
festivals for the following two academic years.

(4) Instructors at each postsecondary educational institution
must include in each course syllabus a statement regarding the
postsecondary educational institution's religious accommodation
policy, including a description of the general procedure to request
accommodations and informing students of the point of contact by
which they may seek further information about the policy.

(5) Postsecondary educational institutions must provide a process
for students to notify the Title IX coordinator, or the coordinator's
designee, of any grievances with regard to implementation of this
section.

(6) For the purposes of this section, "postsecondary educational
institution" means an institution of higher education as defined in
RCW 28B.10.016, a degree-granting institution as defined in RCW
28B.85.010, a private vocational school as defined in RCW 28C.10.020,
school as defined in RCW 18.16.020, and any entity offering academic
credit for an apprenticeship program under RCW 49.04.150.
NEW SECTION. Sec. 2. RCW 28B.10.039 is recodified as a section in a new chapter in Title 28B RCW.

--- END ---