**Academic Affairs Committee**

**Minutes for Meeting No.8**

**Wednesday, January 22, 2020**

**6:00 P.M.**

**Founders Suite (conference room side), Bone Student Center**

**Call to Order**

**Members Present:** Evans-Winters, Horst, Midha, Nahm, Nikolaou, Campbell, Solebo.

**Members Absent:** Blum, Aguilar, Hurd.

Called to order at 6:00 p.m.

**Standard Order of Business:**

1. **Approval of Minutes** from AAC meeting No.7 (December 11, 2019)
   * + Approved with no amendments
2. **Religious Accommodations**

* Guest speaker: Wendy Smith from General Counsel.
* Wendy Smith said that the standards for ADA and religious accommodations are two different standards so we can’t make them unilateral nor treat them the same otherwise ISU will be held responsible.
* Wendy said the policy needs to evaluate whether or not giving the religious accommodation would fundamentally change the course.
* Wendy said religious accommodations are usually very short term so the language should reflect that.
* Wendy suggested deleting the sentence that starts “In courses that allow…” in the third paragraph.
* Wendy suggested removing the language that puts responsibility on students.
* Senator Horst asked clarification on the time constraints regarding applying for an accommodation.
* Senator Nikolaou asked if we need to add that the appeal goes through both OEOA and SAAS.
  + Wendy clarified that they are two separate processes depending on who is filing.
* The committee voted to add in the second paragraph’s first sentence to add “a change in a practice or policy”
  + Senator Nikolaou on behalf of the committee will reach out to SAAS.

1. **Dress Codes**

* Wendy Smith suggested letting people know that within the policy, anyone can apply for an accommodation in any scenario, even safety. Although, this does not guarantee an exemption.
* Wendy Smith said she would draft language around what protected class are and how they are all able to fill for accommodations
* Wendy said that a lot of dress codes are surrounded by places that outside of ISU’s campus reach (i.e. hospital, school, etc.) so ISU can’t control the consequences in those cases
* Senator Nikolaou said that in the first paragraph should clarify whether we want the decision to be up to departments/units or professors/instructors

The Committee will meet again on February 5, 2020.

Meeting adjourned at 6:55 p.m.

Respectfully submitted,

Senator Alex Campbell