



Accommodations for Religious Holidays

Policy Number: 104

Categorized: Human Resources

Procedure: 104P

Responsible Office: Associate Vice President, Human Resources

Effective Date: 09/26/2016

Date Last Reviewed: 03/2024

1. Scope

This policy applies to all Northern Virginia Community College employees.

2. Policy Statement

Northern Virginia Community College is part of the Virginia Community College System (VCCS) and is governed on most matters of policy by the VCCS State Board for Community Colleges.

As a state agency, Northern Virginia Community College also follows the Department of Human Resource Management (DHRM) policy in its operations. [DHRM Policy 4.25](#), Holidays, was implemented in August 1993.

If you have questions about this policy and/or its application at Northern Virginia Community College, please contact the Responsible Office identified above.

3. Authority

[DHRM Policy 4.25 - Holidays](#)