It is the policy of Southwestern to accommodate faculty, staff, and students who observe work-restricted religious or cultural holidays unless the accommodation would cause undue hardship or compromise or fundamentally alter a program of study. A work-restricted religious or cultural holiday is one observed by persons or groups who are required, through a set or system of religious or cultural beliefs, laws, doctrines, tenets, canons, or theology, to restrict or limit work or physical or mental activity to produce or accomplish something, toil, or labor. Observances and practices vary from culture to culture, and within and across denominations, but the definition of a work-restricted religious or cultural holiday