

The University of Wisconsin System

UPS OPERATIONAL POLICY: GEN 16



SUBJECT: Display of Religious and other
Holiday Symbols

Original Issuance Date: July 1, 2015
Last Revision Date:

1. POLICY PURPOSE:

The purpose of this policy is to provide guidance on the display of religious and other holiday symbols on University of Wisconsin System property, including in employee offices and cubicles.

2. POLICY BACKGROUND:

Title VII of the Civil Rights Act requires an employer to reasonably accommodate an employee's religious observances, practices, and beliefs, as long as it can do so without undue hardship on the employer's business operations.

3. POLICY DEFINITIONS:

Please see UPS Operational Policy [GEN 0: General Terms and Definitions](#) for a list of general terms and definitions.

4. POLICY:

It is the intent of UW System to respect the desire of employees to display holiday decorations in work areas. The Office of General Counsel's legal topic, [Holiday Displays](#), and the Office of Risk Management's [Holiday Decorations in University of Wisconsin Buildings](#) help clarify what types of holiday displays are permissible on university property, including in employee offices and cubicles.

5. RELATED DOCUMENTS:

6. POLICY HISTORY: