LAKER DAY, MY WAY POLICY

SLT 4.9

Date of Last Update:
June 03, 2025

Approved By:

- Senior Leadership Team

Responsible Office:
Human Resources

POLICY STATEMENT

This policy describes an employee benefit for all Executive, Administrative, and Professional staff (EAP), Regular Faculty, Affiliate Faculty, Visiting Faculty, Adjunct Administrative Professionals on a 12-month appointment, Maintenance, Grounds and Service (MGS), Police Officers, Security Staff, Confidential Professional Support Staff, Professional Support Staff (PSS), and Coaches (collectively referred to as “eligible employees”). Effective July 1, 2025, all eligible employees will enjoy one day off per calendar year to be known as “Laker Day, My Way” consistent with the terms of this policy.

Each eligible employee will be granted one (1) paid “Laker Day, My Way” day off per calendar year. This one paid day off must be taken in one instance and cannot be paid out in increments. This policy establishes a paid "Laker Day, My Way" for eligible employees, providing an opportunity to observe a culturally significant or religious tradition, engage in a day of service, or prioritize personal rest, based on the employee's individual choice.

The day must be requested and approved in advance, following standard university procedures for requesting time off (i.e. vacation).

Nothing in this policy should be deemed to be an observance of a religious holiday by Grand Valley State University.