



SWE Policy Statement on Observances

Supporting SWE's core value of creating an inclusive environment for all our members and stakeholders, it is important for all SWE entities to respect the various religious, cultural, and national observances of our members throughout the world. As a US-based, secular, non-profit organization, the Society observes most federal US holidays and will avoid scheduling meetings, events, and business on these days. As an organization with members globally, all SWE entities should strive to avoid scheduling meetings, events, and business during any significant religious, cultural or national observances applicable to the core stakeholders within that entity. For conflicts that cannot be avoided, members must respect each other's choice to not attend and there shall be no retribution/penalty.