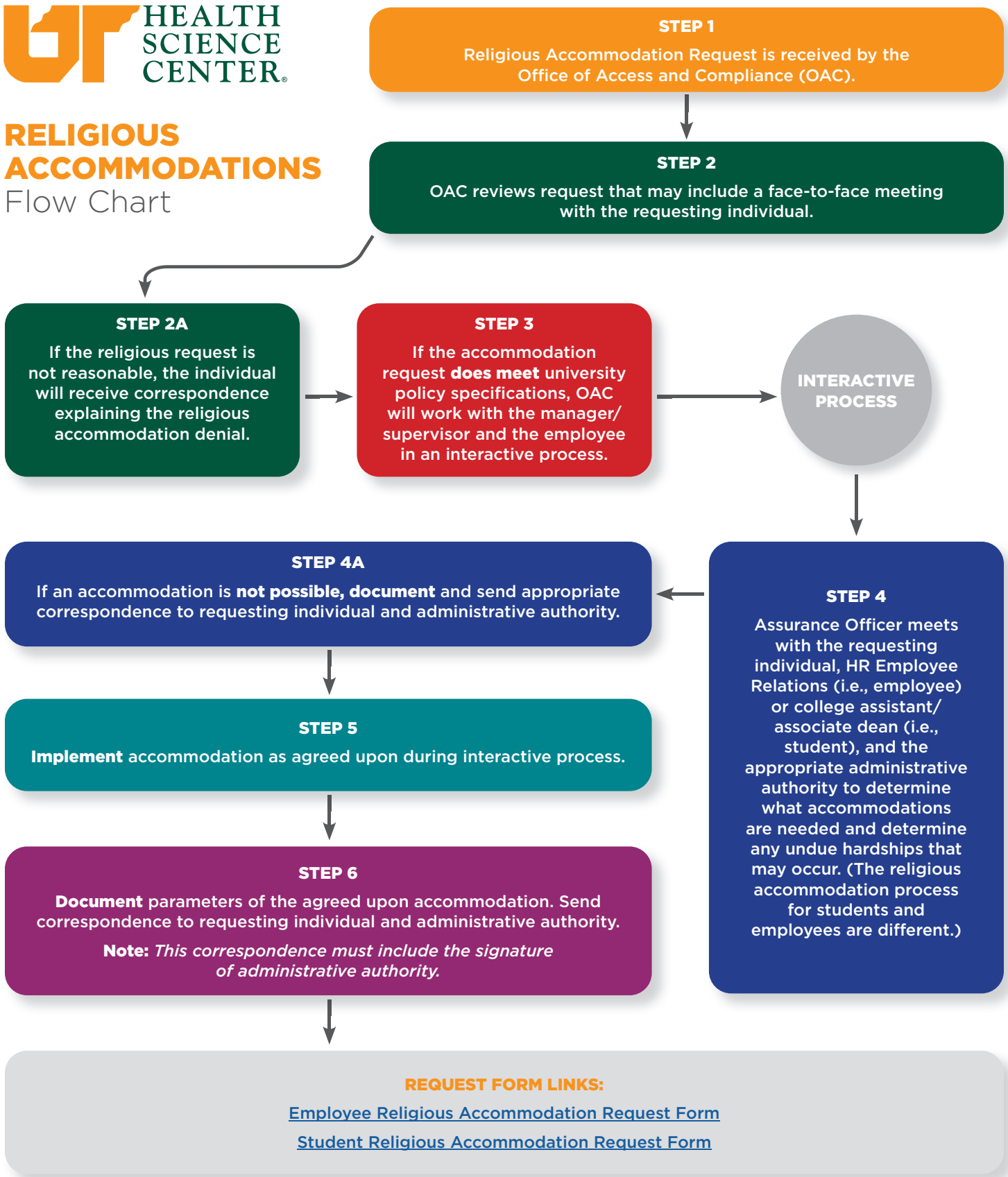


**RELIGIOUS
ACCOMMODATIONS**
Flow Chart



STEP 1
Religious Accommodation Request is received by the Office of Access and Compliance (OAC).

STEP 2
OAC reviews request that may include a face-to-face meeting with the requesting individual.

STEP 2A
If the religious request is not reasonable, the individual will receive correspondence explaining the religious accommodation denial.

STEP 3
If the accommodation request **does meet** university policy specifications, OAC will work with the manager/supervisor and the employee in an interactive process.

**INTERACTIVE
PROCESS**

STEP 4A
If an accommodation is **not possible, document** and send appropriate correspondence to requesting individual and administrative authority.

STEP 4
Assurance Officer meets with the requesting individual, HR Employee Relations (i.e., employee) or college assistant/associate dean (i.e., student), and the appropriate administrative authority to determine what accommodations are needed and determine any undue hardships that may occur. (The religious accommodation process for students and employees are different.)

STEP 5
Implement accommodation as agreed upon during interactive process.

STEP 6
Document parameters of the agreed upon accommodation. Send correspondence to requesting individual and administrative authority.
Note: This correspondence must include the signature of administrative authority.

REQUEST FORM LINKS:
[Employee Religious Accommodation Request Form](#)
[Student Religious Accommodation Request Form](#)