

**Goldfarb School of Nursing (GSON) at Barnes-Jewish College
Student Experience and Development Policies/Procedures**

TITLE: Religious Accommodations Policy – GSON Students

SUBMITTED/REVIEWED BY: Edward Gricius, MS
Associate Dean for Student Experience and Development

LAST REVIEWED/REVISION DATE: February 22, 2023

Policy Statement

The College will make reasonable accommodations for individuals who's sincerely held religious belief, practice or observation conflicts with an educational requirement and/or uniform requirement, unless doing so would pose an undue hardship.

Procedure

Requests for religious accommodations should be directed to the student's Academic Student Support Advisor. Once a request has been made, the Academic Student Support Advisor will notify the Associate Dean of Student Experience and Development who will engage in an interactive dialogue with the student to determine whether an accommodation can be made. During this process, the Associate Dean may require the student to provide documentation supporting the accommodation(s) requested. The Associate Dean will assess each request for accommodation on a case-by-case basis taking into account the student's request, College and patient safety and security, infection control, patient care needs, all applicable laws, and other relevant concerns. In all cases, the student is responsible for requesting a religious accommodation in advance of the need for such accommodation.

The College prohibits retaliation against any individual requesting a religious accommodation. Any student who believes he or she has been retaliated against for doing so should make a report in accordance with the General Non-Discrimination and Harassment Policy and Procedures in the Student Handbook.