

Religious Accommodation

refer the employee to the [Accommodation Official](#). The [Accommodation Official](#)

Having the University violate state or federal law
Having the University endanger the health or safety of other employees
Having the University compromise the image or reputation of the University or require action that would be inconsistent with its mission or denigrate the University's Jesuit Catholic identity.

C. Resources for Issues or Concerns: Issues or concerns about religious accommodations can be directed to the Human Resources Department

CD Appeal: The determination as to a religious accommodation may be appealed within ten (10) five (5) calendar days of receipt of the determination via the appeal process outlined in the Non Discrimination Non Harassment and Bias-Related Incident Policy. Faculty members may appeal the resolution provided for in the outcome letter consistent with relevant policies and procedures governing the conduct of faculty members, including the Faculty Handbook (i.e. policies related to faculty standards of conduct or the Faculty Handbook Discrimination Grievance Procedures, if applicable).

Non Discrimination, Non Harassment, and Bias-related Incident Polyme

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