

RELIGIOUS ACCOMMODATIONS

The University of Connecticut prohibits discrimination, harassment, and retaliation on the basis of religion. For more information, refer to the [University Policy Against Discrimination, Harassment and Related Interpersonal Violence and Non-retaliation Policy](#).

The University of Connecticut School of Medicine is committed to providing welcoming and inclusive learning and workplace environments. As part of this commitment, the residency/fellowship programs will make good faith efforts to provide reasonable religious accommodations to residents/fellows whose sincerely held religious practices or beliefs conflict with a University policy, procedure, or other academic or employment requirement, unless such an accommodation would create an undue hardship.

The University defines a religious practice or belief as a sincerely held practice or observance that includes moral or ethical beliefs as to what is right and wrong, most commonly in the context of the cause, nature and purpose of the universe. Religion includes not only traditional, organized religions, but also religious beliefs that are new, uncommon, not part of a formal religious institution or sect, or only subscribed to by a small number of people. Social, political, or economic philosophies, as well as mere personal preferences, are not considered to be religious beliefs.

If a resident/fellow thinks that he or she might need a religious accommodation, the resident/fellow should make the request directly to the program director with as much reasonable notice as possible. The program director, in consultation with the GME Office, will evaluate the request in order to determine if it will be granted. This determination will consider whether or not the requested accommodation will pose an undue hardship for the program and/or interfere with the resident's/fellow's essential job functions or educational requirements.

In keeping with the School of Medicine's commitment to building and maintaining a welcoming and inclusive work environment, the residency/fellowship program and the GME Office will consider religious accommodations requests by residents/fellows based on the totality of the circumstances.

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