

## **RELIGIOUS ACCOMMODATIONS**

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. Residents and fellows may refer to the University of Connecticut's [Religious Accommodation Policy](#) for more information.

If a resident/fellow thinks that they might need a religious accommodation, the resident/fellow should make the request directly to their 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.

The practice of medicine at times can be demanding and/or unpredictable, necessitating deviations from approved accommodations to ensure patient care and safety. The critical, sensitive, and unpredictable nature of patient care and safety requires all healthcare professionals including resident/fellow physicians to be able to respond and adjust working conditions as necessary. Circumstances may arise necessitating a change in approved accommodations as patient emergencies and or safety exigencies may arise at any given time not within the University of Connecticut School of Medicine's, UConn Health's or the affiliated clinical sites' control.

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 accommodation requests by residents/fellows based on the totality of the circumstances.

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